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REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
GLASS FACTORIES IN INDIA

1965-66



LABOUR BUREAU
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
(DEPARTMENT OF LABOUR & EMPLOYMENT)
GOVERNMENT OF INDIA

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PREFACE

Ever since India entered the industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far reaching changes in the set-up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Glass Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally

imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their whole hearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Advisor of Factories* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was ably borne by Dr. J.N. Mongia, Deputy Director, who gave full weight of his experience to this assignment. On various statistical problems arising out of the Survey, the requisite technical advice was provided to him by other officers of the Bureau.

The preliminary draft of the Report was prepared by Shri Onkar Nath Misra, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H.B.L. Bhatnagar, Assistant Director, who was also responsible for supervising the manual tabulation of data. The contribution made by Shri Onkar Nath Misra, Investigator Grade I, in finalising the Report also deserves mention. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director. Sarvashri D.D. Verma and K.C. Sharma, Computers, assisted in computation of data. The field investigations were carried out by Sarvashri Harish Prakash, Vijay Kumar Lohani, George Jacob, G.S. Koehlar, R.N. Tewari, L.K. Kanuga, S.C. Luthra, A.S. Parmar, Harjinder Singh, R.L. Khosla, M.P. Kanaujia, Khajam Singh and R.K. Bhargava, under the supervision of Sarvashri Mahesh Chandra, R.N. Mondal and P.T. Deshpande. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India.

LABOUR BUREAU,
SIMLA.

K.K. BHATIA
Director

Dated the 30th April, 1968.

*Now designated as Director General, Factory Advice Service and Labour Institutes,

CHAPTER I

INTRODUCTION

The Glass Industry occupies an important position in the country's economy. A large number of industries, particularly, chemical and pharmaceuticals, distillery and brewery, electric lamps, automobile and building, preserved food and fruits are dependent on glass and glass goods. Glass is also used in building and construction in the form of glass bricks antilfy or amber-tinted glass etc. because of its thermal insulation and fire resistance qualities. As a bulk consumer of raw materials (sand, lime, dolomite, gypsum, magnesite, litharge, limestone etc.), chemicals (soda ash, borax, boric acid, arsenic oxide, calcium sulphide, cobalt oxide and selenium, saltpetre etc.) and fuels (coal and furnace oil), the industry offers enormous support to the mining and chemical industries.

1.1. *Growth and Location of the Industry in India*

Glass making was known in India even more than two thousand five hundred years ago. There is, however, no evidence on record to prove that, before the sixties of the last century, any organised effort was made to manufacture glass on a scientific basis. During the years 1860-90, a number of factories were started in India under foreign ownership and management. The first factory was set up at Jhelum (now in Pakistan) in 1870 by H. Whymer, a German expert; the second factory was started at Aligarh in 1879 by A. Smith an indigo planter; the third at Bhagalpur in 1882 by Wilson; the fourth factory at Titagarh in 1890 by an Australian expert. During 1890-1916 about 25 factories were established, but unfortunately all the units except five, one each at Ambala, Naini, Bahjoi, Ogalevadi and Talegaon, failed mainly because the foreign experts were not familiar with local working and labour conditions. The local technicians and industrialists too could not look after the work properly due to technical ignorance, mismanagement, etc.

A landmark in the history of the Glass Industry in India was the founding of the **Paisa Fund Glass Works** at Talegaon (near Poona) in 1908, which served as a centre for training skilled workers. Immediately after World War I, the import of glass and glassware stopped and by 1918, the number of factories once again increased. At this stage, glassware from Japan and a few European countries started flooding the Indian market, with the result that the home industry declined rapidly. The second Swadeshi Movement of 1930 again gave some impetus to the Industry, but the Industry developed on fairly systematic lines after the outbreak of World War II, when the manufacturing techniques brought about rapid changes in its structure, methods of production, volume, variety and quality of output, etc.

The Glass Industry in India at its present stage may be divided into three broad sectors, viz., (i) the consumer goods sector producing bottles and phials, beads and bangles, pressed wares and modern art goods for interior decoration

(ii) scientific goods sector producing laboratory glassware, optical and ophthalmic glass, etc. and (iii) the building materials sector producing sheet and plate glass, wired glass, safety and laminated glass etc.

The Glass Industry made steady progress during the planning era. The number of factories rose from 212 in 1951 to 380 in 1965 with a corresponding increase in average daily employment which went up from 28,771 in 1951 to 55,181 in 1965. Statement 1.1 shows the State-wise distribution of Glass factories together with the average daily number of workers employed therein during 1965.

STATEMENT 1.1

State-wise Distribution of Glass Factories in India and Average Daily Employment therein During 1965*

State	Number of Factories				Average Daily Employment
1	2				3
1. Andhra Pradesh	6	(1.6)	564	(1.0)	
2. Bihar	11	(2.9)	3,535	(6.4)	
3. Gujarat	12	(3.1)	3,477	(6.3)	
4. Kerala	1	(0.3)	300	(0.6)	
5. Madhya Pradesh	1	(0.3)	11	(**)	
6. Madras	8	(2.1)	1,255	(2.3)	
7. Maharashtra	52	(13.7)	11,716	(21.2)	
8. Mysore	2	(0.5)	74	(0.1)	
9. Orissa	2	(0.5)	832	(1.5)	
10. Punjab	12	(3.2)	1,447	(2.6)	
11. Rajasthan	1	(0.3)	616	(1.1)	
12. Uttar Pradesh	224	(58.9)	19,941	(36.2)	
13. West Bengal	45	(11.8)	11,320	(20.5)	
14. Delhi	3	(0.8)	93	(0.2)	
Total	380	(100.0)	55,181	(100.0)	

*Registered under the Factories Act, 1948.

**Less than 0.05 per cent.

NOTE :—Figures shown in brackets are percentages to totals.

SOURCE :—Returns received under the Factories Act, 1948 for the year 1965.

It would be seen from the Statement that, both from the point of view of number of factories and employment, the Industry is mainly concentrated in Uttar Pradesh, Maharashtra and West Bengal. Uttar Pradesh alone accounted for about 59 per cent. of the total number of factories and about 36 per cent. of the total average daily employment in the Industry. The next was Maharashtra accounting for about 14 per cent. of the factories and nearly 21 per cent. of average daily employment. West Bengal had about 12 per cent. of the factories and roughly 21 per cent. of the average daily employment.

1.2. *Genesis of the Survey*

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929 - 31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e. in 1944, the Government of India appointed another committee, viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries during 1944-45 and, besides a main report on labour conditions in general published individual reports in respect of various industries including the Glass Industry. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. During this period, many legislative measures were adopted to improve working and living conditions and several schemes for promoting welfare and social security of workers were introduced. The setting up of the adjudication machinery also led to improvement in conditions of work and wages of workers employed in various industries. Above all, the attainment of Independence by the country gave a new status to the working classes. In view of these developments, the Ministry of Labour and Employment and the Planning Commission considered it necessary to conduct a fresh comprehensive survey of labour conditions in various industries in order to assess the impact of the various measures adopted in the past and to obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with the execution of the scheme. The scheme drawn up by the Bureau envisaged the coverage of 46 industries according to a phased programme in four rounds. Manufacture of Glass and Glass Products (except Optical Lenses) Industry, generally referred to as Glass Industry, was one of the 18 industries covered during the fourth and final round of the Survey of Labour Conditions.

1.3. *Scope and Design of the Survey*

A note attached to the report (Appendix) spells out the details relating to the sample design and method of estimation adopted. In view of absence of a complete list of all Glass factories in the country, the Survey was confined to establishments registered under the Factories Act, 1948. The list of the registered factories during 1963 was used as the frame except in case of Maharashtra and Andhra Pradesh for which the list related to the year 1962. Since Glass factories had pockets of concentration, it was considered desirable to plan the Survey in such a manner that separate estimates become available for each such centre of concentration. In view of a considerably large number of workers employed in factories located in Ferozabad, Calcutta and 24-Parganas and Maharashtra, these three centres were treated as separate strata. On similar considerations, Rest of Uttar Pradesh and Rest of West Bengal were made separate centres while the remaining Glass factories scattered in the remaining States were clubbed together to form the Residual Group. However, since the past experience of the surveys in other industries had shown that wide variations existed in the conditions of work, standards of welfare, amenities etc., in the units of different size groups in each industry, it was felt that it would be useful to have separate data for units of different sizes. It was, therefore, decided that for purposes of the Survey, factories engaged in the manufacture of glass should be divided into two size groups—large and small, using the cut-off point as 150, which was approximately equal to the average size of employment per factory. As regards the sample size, 25 per cent. of the large size and 12.5 per cent. of the small size units were considered to be adequate to yield reliable results. However, in the course of the Occupational Wage Survey 1958-59 conducted by the Bureau, it was noticed that a large number of sampled units could not be canvassed either because of their changing the line of production or because some of them went out of business before they could be canvassed. In order to safeguard against the possible shrinkage of sample size due to above mentioned contingencies, the sample was enlarged in the light of the above experience and on the basis of a study of closures for the past few years as revealed by the annual list of registered Glass factories. The sampling fraction ultimately adopted was 33.3 per cent. for large size and 20 per cent. for small size factories in the case of Ferozabad and Rest of Uttar Pradesh; 50 per cent. each for large and small factories in the case of Calcutta and 24-Parganas; 25 per cent. for large size and 33.3 per cent. for small factories in the case of Maharashtra and Residual Group.

Statement 1.2 shows the number of Glass factories together with the number of workers employed therein (a) in the frame, (b) in the sample, and (c) in the sample actually covered.

STATEMENT 1·2

Number of Glass Factories and Workers Employed therein in the Frame, Sample etc.

Centre	In the Frame		In the Sample Selected		In the Sample Ultimately Covered	
	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed
1	2	3	4	5	6	
1. Ferozabad	175	11,942	37	2,830	30 (17·1)	2,292 (19·2)
(a) Large Factories	15	3,725	5	1,140	5 (33·3)	1,140 (30·6)
(b) Small Factories	160	8,217	32	1,690	25 (15·6)	1,152 (14·0)
2. Rest of Uttar Pradesh	37	7,661	11	3,134	10 (27·0)	2,750 (35·9)
(a) Large Factories	16	6,739	6	2,810	5 (31·3)	2,426 (36·0)
(b) Small Factories	21	925	5	324	5 (23·8)	324 (35·0)
3. Calcutta and 24 Par- ganas	28	6,582	15	3,343	12 (42·9)	2,916 (44·3)
(a) Large Factories	15	5,864	8	3,004	7 (46·7)	2,728 (46·5)
(b) Small Factories	13	718	7	339	5 (38·5)	188 (26·2)
4. Rest of West Bengal	11	4,441	6	2,868	6 (54·5)	2,868 (64·6)
(a) Large Factories	7	4,016	4	2,739	4 (57·1)	2,739 (67·7)
(b) Small Factories	4	395	2	129	2 (50·0)	129 (32·7)
5. Maharashtra	41	8,699	13	1,729	11 (26·8)	1,581 (18·2)
(a) Large Factories	15	7,275	4	1,238	4 (26·7)	1,238 (17·0)
(b) Small Factories	26	1,424	9	491	7 (26·9)	343 (24·4)
6. Residual	52	11,572	16	3,330	11 (21·2)	2,691 (23·3)
(a) Large Factories	23	10,002	6	2,742	5 (21·7)	2,292 (22·9)
(b) Small Factories	29	1,570	10	588	6 (20·7)	399 (25·4)
7. All-India	344	50,900	98	17,234	80 (23·3)	15,098 (29·7)
(a) Large Factories	91	37,651	33	13,673	30 (33·0)	12,563 (33·4)
(b) Small Factories	253	13,249	65	3,561	50 (19·8)	2,535 (19·1)

Note.—Figures in brackets are percentages to respective total in the Frame.

From the figures given in the Statement (1·2), it would be seen that the Survey finally covered nearly 23 per cent. of the factories and about 30 per cent. of the workers employed therein. Since only those factories as featured in the frame were included in the sample and it was not possible to take into account new factories which came into being during the period of the Survey, the information given in this Report should be treated to relate to the factories which were in existence during the period to which the frame relates (1962-63) and which continued to exist at the time of the Survey (i.e., 1965-66).

The data for the Survey were collected by the field staff of the Bureau by personal visits to the sampled establishments. With a view to testing the schedule and instructions prepared for the Survey as also to impart practical training to the field staff, a pilot enquiry was conducted in September-October, 1959 before taking up the first round of the main Survey of Labour Conditions Scheme in December, 1959. On the basis of the experience gained in the pilot enquiry, the schedule and instructions were suitably revised. However, the schedule* used for collection of the required information in the fourth round differed from that used in earlier three rounds. Since the information pertaining to absenteeism, labour turnover, pay periods and earnings was already being collected under other schemes of the Bureau viz., Occupational Wage Survey, Annual Survey of Industries, etc., it was decided not to collect such information under the fourth round of the Survey of Labour Conditions Scheme and hence the schedule was revised accordingly. Some minor changes in the block relating to Works Committees were also carried out.

The field investigations were launched in April, 1965, and were completed in February, 1966. Hence the information collected, except where specifically mentioned, should be treated to relate to this period i.e., 1965-66.

*The Schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India (1965-66).

CHAPTER II

EMPLOYMENT

The employment potential in the Glass factories in the country has been showing a steady upward trend. According to the estimates of the Labour Investigation Committee, the number of workers employed in Glass factories in 1929 was 2,318; it rose to 8,934 in 1939 and to 18,328 in 1943. In 1965, the average daily employment in the Glass Factories went up to 55,181 (vide Statement 1.1), which reflects an increase of nearly 24 times over the 1929 level.

During the course of the present Survey, in order to ensure comparability data in respect of employment were collected from the sampled establishments as on a specified date viz., the 31st March, 1965. On the basis of these data, the total employment strength of all the Glass factories registered under the Factories Act, 1948, is estimated to be about 54 thousand. This estimate, however, differs from the corresponding statistics of the Factories Act for the year 1965 (the employment figure being 55,181), mainly because of the fact that the former represents the estimate based on the actual number of persons on roll on a particular date i.e., 31st March, 1965, whereas the latter is the average daily employment for the whole year i.e., 1965. Besides, the Survey estimate relates only to those factories which were in existence in 1963 (1962 in case of Maharashtra and Andhra Pradesh) and continued to exist till the time of the Survey.

2.1. *Composition of the Working Force*

2.1.1. *Distribution by Broad Occupational Groups*

As per the International Standard Classification of Occupations, recommended by the I.L.O., workers in the Glass Industry were classified into the following five categories for the purposes of the present Survey:-

- (i) Professional, Technical and Related Personnel.
- (ii) Administrative, Executive and Managerial Personnel.
- (iii) Clerical and Related Workers (including Supervisory).
- (iv) Production and Related Workers (including Supervisory).
- (v) Watch and Ward and Other Services.

The estimated percentage distribution of workers in accordance with the above-cited five broad occupational groups, as revealed by the Survey, is indicated in Statement 2.1.

STATEMENT 2.1

Estimated Percentage Distribution of Workers by Broad Occupational Groups in the Glass Industry.*

(31st March, 1965)

Centre	Total Number of Workers (Estimated)	Estimated Percentage of Workers				
		Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Perozbabad	11,130	0.1	2.0	3.1	92.0	2.8
(a) Large Factories	3,720	0.3	1.0	3.8	92.0	2.9
(b) Small Factories	7,410	-	2.5	2.7	92.1	2.7
2. Rest of Uttar Pradesh ..	9,751	1.9	0.5	4.3	88.0	5.3
(a) Large Factories	8,462	2.0	0.4	4.1	88.5	5.0
(b) Small Factories	1,289	1.5	0.9	5.3	81.7	7.6
3. Calcutta and 24 Parganas ..	6,597	0.2	0.9	2.2	94.6	2.1
(a) Large Factories	6,248	0.2	0.6	2.2	95.0	2.0
(b) Small Factories	349	-	7.8	1.7	87.1	3.4
4. Rest of West Bengal ..	5,032	0.9	0.2	2.8	90.3	5.8
(a) Large Factories	4,663	0.9	0.2	2.9	90.2	5.8
(b) Small Factories	369	0.5	1.1	2.2	91.3	4.9
5. Maharashtra	9,324	1.3	0.9	3.3	91.3	3.2
(a) Large Factories	6,079	1.2	0.5	3.6	92.0	2.7
(b) Small Factories	3,245	1.5	1.6	2.8	90.0	4.1
6. Residual	12,193	1.0	1.1	5.2	88.9	3.8
(a) Large Factories	10,548	0.9	1.0	5.4	89.1	3.6
(b) Small Factories	1,645	1.8	1.8	3.8	87.9	4.7
7. All-India	51,027	0.9	1.0	3.7	90.6	3.8
(a) Large Factories	39,720	1.0	0.6	3.9	90.7	3.8
(b) Small Factories	11,307	0.7	2.2	3.1	90.3	3.7

*‘Covered’ as well as ‘Not Covered’ under the Factories Act, 1948.

The Statement (2.1) shows that an overwhelming majority of the working force belonged to the group ‘Production and Related Workers (including Supervisory)’, their percentage to the total estimated working force in the Industry being nearly 91. There was practically little variation as between the large and small factories in this regard. ‘Watch and Ward and Other Services’ as well as ‘Clerical and Related Workers (including Supervisory)’ accounted for about 1 per cent. each while the rest belonged to the categories of ‘Professional, Technical and Related Personnel’ and ‘Administrative, Executive and Managerial Personnel’. The proportion of the workers belonging to the various groups in the different centres was, more or less, on the same pattern.

2.1.2 Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948.

The Factories Act, 1948, defines worker as 'a person employed' directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process or the subject of manufacturing process. During the course of the Survey, it was observed that there was no uniformity with regard to the interpretation of the above definition of 'worker' and consequently, while some units had included certain categories of employees among those covered under the Factories Act, others tended to exclude them. However, such workers formed only a small proportion (3 per cent.) of the total estimated working force in the Industry. Details of workers 'Covered' and 'Not Covered' under the broad occupational groups are given in Statement 2.2.

STATEMENT 2.2

Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948 in the Glass Industry

(31st March, 1965)

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
	Covered	Not-Covered	Covered	Not-Covered	Covered	Not-Covered
1	2	3	4	5	6	7
1. Ferozabad ..	50.0	50.0	18.1	81.9	96.5	3.5
(a) Large Factories	50.0	50.0	41.7	58.3	100.0	—
(b) Small Factories	—	—	13.5	86.5	94.1	5.9
2. Rest of Uttar Pradesh	48.4	51.6	40.8	59.2	72.1	27.9
(a) Large Factories	52.7	47.3	35.1	64.9	78.2	21.8
(b) Small Factories	10.5	89.5	58.3	41.7	41.2	58.8
3. Calcutta and 24 Parganas	50.0	50.0	16.1	83.9	81.5	18.5
(a) Large Factories	50.0	50.0	28.6	71.4	80.7	19.3
(b) Small Factories	—	—	—	100.0	100.0	—
4. Rest of West Bengal	84.1	15.9	61.5	38.5	100.0	—
(a) Large Factories	83.3	16.7	66.7	33.3	100.0	—
(b) Small Factories	100.0	—	50.0	50.0	100.0	—
5. Maharashtra	44.5	55.5	17.1	82.9	99.0	1.0
(a) Large Factories	28.2	71.8	33.3	66.7	100.0	—
(b) Small Factories	68.8	31.2	7.7	92.3	96.7	3.3
6. Residual ..	22.6	77.4	18.2	81.8	84.6	15.4
(a) Large Factories	4.3	95.7	11.8	88.2	82.9	17.1
(b) Small Factories	80.0	20.0	40.0	60.0	100.0	—
7. All-India ..	44.2	55.8	20.8	79.2	87.2	12.8
(a) Large Factories	39.9	60.1	26.5	73.5	87.1	12.9
(b) Small Factories	61.6	38.4	16.1	83.9	87.5	12.5

STATEMENT 2·2—*contd.*

Centre	Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not-Covered	Covered	Not-Covered	Covered	Not-Covered
1	8	9	10	11	12	13
1. Ferozabad ..	99·8	0·2	69·1	30·9	97·2	2·8
(a) Large Factories	100·0	—	63·6	36·4	98·2	1·8
(b) Small Factories	99·7	0·3	72·1	27·9	96·7	3·3
2. Rest of Uttar Pradesh	99·7	0·3	31·8	68·2	93·6	6·4
(a) Large Factories	100·0	*	20·7	79·3	93·9	6·1
(b) Small Factories	97·9	2·1	79·6	20·4	91·8	8·2
3. Calcutta and 24-Parganas	100·0	—	85·4	14·6	98·4	1·6
(a) Large Factories	100·0	—	84·0	16·0	98·8	1·2
(b) Small Factories	100·0	—	100·0	—	92·3	7·7
4. Rest of West Bengal	100·0	—	99·3	0·7	99·7	0·3
(a) Large Factories	100·0	—	100·0	—	99·8	0·2
(b) Small Factories	100·0	—	88·9	11·1	98·9	1·1
5. Maharashtra	100·0	—	92·7	7·3	98·3	1·7
(a) Large Factories	100·0	—	100·0	—	98·8	1·2
(b) Small Factories	100·0	—	83·3	16·7	97·3	2·7
6. Residual ..	100·0	—	74·5	25·5	96·6	3·4
(a) Large Factories	100·0	—	70·1	29·9	96·3	3·7
(b) Small Factories	100·0	—	96·1	3·9	98·4	1·6
7. All-India ..	99·9	0·1	69·7	30·3	97·0	3·0
(a) Large Factories	100·0	*	65·7	34·3	97·2	2·8
(b) Small Factories	99·7	0·3	80·9	19·1	96·5	3·5

*Less than 0·05 per cent.

It would appear from the Statement (2·2) that the proportion of workers 'Not Covered' under the Factories Act was the highest (about 6 per cent.) in 'Rest of Uttar Pradesh' and the lowest (0·3 per cent.) in 'Rest of West Bengal'. Among the different groups persons 'Not Covered' under the Act in the 'Administrative, Executive and Managerial Personnel' group formed the highest proportion (about 79 per cent.) at the all-India level. There was no significant difference of opinion as regards 'Production and Related Workers (including Supervisory)' as almost all (99·9 per cent.) such workers were being uniformly treated as 'Covered' under the Factories Act.

2·2. *Employment of Women*

From the report of the Labour Investigation Committee it appears that, during 1944-45, of the total number of workers employed in the factories visited by them, a considerable number were women. The present Survey has shown that the employment of women, though not uncommon in the Glass Industry, was not of significant proportion. About half of the Glass factories in the country employed women workers but they constituted only about 5 per cent. of the total working force. Of the total number of women workers in the Industry, nearly 35 per cent. were employed in the Residual Group of factories, about 29 per cent. in Maharashtra and 16 per cent. in Ferozabad. The remaining 20 per cent. were found employed in the remaining three centres viz., 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas' and 'Rest of West Bengal' in the proportion of about 9, 5 and 6 per cent. respectively. The statistics regarding the employment strength of women and the factories employing them are presented in Statement 2·3.

STATEMENT 2.3

Estimated Proportion of Women Workers in the Glass Industry
(31st March, 1965)

Centre	Total Number of Factories†	Percentage of Factories Employing Women	Total Number of Workers*	Percentage of Women (of Col. 4)	Percentage of Women Workers to the Total Number of Women Workers in the Industry
1	2	3	4	5	6
1. Ferozabad ..	156	40.0	11,130	4.2	16.0
(a) Large Factories	14	80.0	3,720	2.7	5.0
(b) Small Factories	142	36.0	7,410	5.0	39.5
2. Rest of Uttar Pradesh	31	60.0	9,751	2.7	9.1
(a) Large Factories	15	60.0	8,462	1.6	6.9
(b) Small Factories	16	60.0	1,289	9.9	13.7
3. Calcutta and 24 Par- ganas	24	41.7	6,597	2.0	4.5
(a) Large Factories	14	57.1	6,248	2.0	6.3
(b) Small Factories	10	20.0	3,349	1.7	0.6
4. Rest of West Bengal	10	70.0	5,032	3.6	6.1
(a) Large Factories	7	100.0	4,663	3.9	9.0
(b) Small Factories	3	—	369	—	—
5. Maharashtra	36	54.4	9,324	9.1	23.9
(a) Large Factories	13	100.0	6,079	8.3	25.2
(b) Small Factories	23	28.6	3,245	10.6	36.9
6. Residual ..	42	75.0	12,193	8.5	35.4
(a) Large Factories	21	100.0	10,548	9.0	47.5
(b) Small Factories	21	50.0	1,645	5.3	9.3
7. All-India ..	299	49.8	54,027	5.4	100.0
(a) Large Factories	84	82.4	39,720	6.0	100.0
(b) Small Factories	215	37.1	14,307	6.5	100.0

*Both 'Covered' and 'Not Covered' under the Factories Act, 1948.

†This number does not tally with the number of Factories in Statement 1.2. The difference is due to the fact that some factories were found closed at the time of the Survey.

Data were also collected in respect of the distribution of women workers into broad occupational groups. It was found that as many as about 98 per cent. of the women workers in the Industry belonged to the group 'Production and Related Workers' while the rest (i.e., about 2 per cent.) were accounted for by the 'Clerical and Related Workers', 'Watch and Ward and Other Services' and 'Professional, Technical and Related Personnel' categories. None of the women workers were found to be employed in the 'Administrative, Executive and Managerial' category. The nature of work done by women workers included packing, sorting of broken glass pieces, grinding and washing of finished products, cleaning of work places, clerical and typing work, nurses and *ayahs*, loading and unloading etc. No particular reason was advanced by the employers for employing women in the Industry except that the nature of the work being done by women workers being suitable for them.

2.3. Child Labour

The Labour Investigation Committee had reported that "practically everywhere children were found to be employed during the course of our investigations"*. The present Survey has revealed that child labour was almost absent in the Glass Industry. Only one large factory in the 'Rest of West Bengal' centre had 11 children on its rolls. Children were employed for carrying goods from one place to another in Furnace Department and for labelling in the Finishing Department. Light nature of work and willingness to accept low wages were stated to be the reasons for employing children.

2.4. Time-rated and Piece-rated Workers

Both the systems of payment, i.e., time as well as piece rates, were prevalent in the Industry but the Survey has revealed that time-rated workers predominated and accounted for about 92 per cent. of 'Production Workers'. As among the various centres, while all the workers in 'Rest of West Bengal' were time-rated, their proportion in the other centres varied from about 83 per cent. in Maharashtra to about 96 per cent. in 'Calcutta and 24 Parganas'. As between large and small factories at the all India level, comparatively more workers were employed on piece-rate basis in the latter. Statement 2.4 gives the distribution of 'Production Workers' by methods of payment.

STATEMENT 2.4

Estimated Percentage Distribution of 'Production Workers' in the Glass Industry by Methods of Payment (31st March, 1965)

Centre	Total Number of Production Workers†	Percentage Distribution of Workers by Sex and Method of Payment							
		Distribution of workers into		Men		Women		Children	
		Time-rated	Piece-rated	Time-rated	Piece-rated	Time-rated	Piece-rated	Time-rated	Piece-rated
1	2	3	4	5	6	7	8	9	10
1. Ferozabad ..	10,227	93.1	6.9	92.8	7.2	100.0	—	—	—
(a) Large Factories ..	3,421	100.0	—	100.0	—	100.0	—	—	—
(b) Small Factories ..	6,806	89.7	10.3	89.1	10.9	100.0	—	—	—
2. Rest of Uttar Pradesh	8,558	90.3	9.7	91.4	8.6	56.4	43.6	—	—
(a) Large Factories ..	7,489	89.4	10.6	90.7	9.3	13.7	86.3	—	—
(b) Small Factories ..	1,069	97.2	2.8	96.8	3.2	100.0	—	—	—
3. Calcutta and 24 Parganas	6,240	96.1	3.9	97.4	2.6	36.8	63.2	—	—
(a) Large Factories ..	5,936	98.6	1.4	100.0	—	33.9	66.1	—	—
(b) Small Factories ..	304	47.0	53.0	46.0	54.0	100.0	—	—	—
4. Rest of West Bengal	4,543	100.0	—	100.0	—	100.0	—	100.0	—
(a) Large Factories ..	4,206	100.0	—	100.0	—	100.0	—	100.0	—
(b) Small Factories ..	337	100.0	—	100.0	—	—	—	—	—
5. Maharashtra ..	8,512	83.1	16.9	86.7	13.3	50.4	49.6	—	—
(a) Large Factories ..	5,590	78.1	21.9	79.9	20.1	59.2	40.8	—	—
(b) Small Factories ..	2,922	92.7	7.3	100.0	—	37.5	62.5	—	—
6. Residual ..	10,839	95.3	4.7	94.8	5.2	100.0	—	—	—
(a) Large Factories ..	9,394	94.6	5.4	94.0	6.0	100.0	—	—	—
(b) Small Factories ..	1,445	100.0	—	100.0	—	100.0	—	—	—
7. All India ..	48,919	92.4	7.6	93.2	6.8	78.8	21.2	100.0	—
(a) Large Factories ..	36,036	92.7	7.3	93.5	6.5	79.6	20.4	100.0	—
(b) Small Factories ..	12,883	91.4	8.6	92.5	7.5	76.9	23.1	—	—

* B. P. Adarkar: Report on Labour Conditions in the Glass Industry.

† Covered under the Factories Act, 1948.

It is significant to note that none of the workers in the Glass factories situated in the 'Rest of West Bengal' centre were piece-rated. Similarly, none of the large factories in Ferozabad and small factories in Residual group employed piece-rated workers. All the children employed in the Industry were time-rated. So far as women workers were concerned, about 79 per cent. were time-rated and the rest (21 per cent.) piece-rated. All women employed in Ferozabad, 'Rest of West Bengal' and the Residual Group were time-rated.

2.5. Contract Labour

The system of employing contract labour was not very much prevalent in the Glass Industry. Even at the time of the 'Labour Investigation Committees' Enquiry, contract labour was not employed on a large scale. Details about the extent of workers employed through contractors have been presented in Statement 2.5.

STATEMENT 2.5

Estimated Percentage of Factories Employing Contract Labour in the Glass Industry
(31st March, 1965)

Centre	Number of Factories	Percentage of Factories Employing Contract Labour	Total Number of Production Workers* in the Industry	Number of Production Workers Employed through Contractors
1. Ferozabad	156	10.9	10,227	992 (9.7)
(a) Large Factories	14	—	3,421	—
(b) Small Factories	143	12.0	6,806	992 (14.6)
2. Rest of Uttar Pradesh	31	49.0	8,558	805 (9.4)
(a) Large Factories	15	80.0	7,489	775 (10.4)
(b) Small Factories	16	20.0	1,069	30 (2.8)
3. Calcutta and 24 Parganas	24	—	6,240	—
(a) Large Factories	14	—	5,936	—
(b) Small Factories	10	—	304	—
4. Rest of West Bengal	10	53.5	4,543	346 (7.6)
(a) Large Factories	7	75.0	4,206	346 (8.2)
(b) Small Factories	3	—	337	—
5. Maharashtra	36	—	8,512	—
(a) Large Factories	13	—	5,590	—
(b) Small Factories	23	—	2,922	—
6. Residual	42	10.9	10,839	769 (7.1)
(a) Large Factories	21	20.0	9,394	769 (8.2)
(b) Small Factories	21	—	1,445	—
7. All-India	299	13.9	48,919	2,912 (6.0)
(a) Large Factories	84	25.5	36,036	1,890 (5.2)
(b) Small Factories	215	9.4	12,883	1,022 (7.9)

*Covered under the Factories Act, 1948.

Note:—Figures within brackets in Column 5 are percentages to those in column 4.

It will be seen from the Statement that the contract labour was employed in about 14 per cent. of the Glass factories and accounted for 6 per cent. of the total number of 'Production Workers' in the Industry. It was significant to note that none of the factories located in 'Calcutta and 24 Parganas' and Maharashtra had employed any workers through contractors. Though about one-fourth of the large factories employed workers through contractors as compared to about one-tenth of small factories, the latter accounted for a higher proportion of contract labour as compared to the former, their corresponding percentage being about 8 and 5.

Contract labour was, generally, employed for jobs like loading and unloading, packing of finished goods, marketing of bangles, etc. The main reasons advanced by the employers for the employment of such workers were the convenience and economy due to the nature of the jobs entrusted to them and relief from the botheration of making supervisory arrangements.

2.6. System of Recruitment

The Labour Investigation Committee, at the time of their enquiry, had found that the problem of recruitment was one of insuperable difficulties for the employers in Glass factories due to paucity of skilled and semi-skilled workers who were recruited from areas hundreds of miles away from the factories. At that time, the bigger factories recruited workers directly or through paid agents while in some factories the workers were recruited from amongst the relatives of the employers. The present Survey has revealed that most of the workers (about 88 per cent.) in the Industry were found to have been recruited directly, i.e. nearly 84 per cent. at the factory gate, about 3 per cent. through Labour Offices and about 1 per cent. through departmental heads. Those recruited through Employment Exchanges and advertisements accounted for about 4 per cent. each; through Mistries or Jobbers about 2 per cent. and by interviews 1 per cent. The remaining 1 per cent. were recruited by other methods like contacts, keeping a man at out-station to bring skilled workers and by head office.

As regards the system of recruitment in different centres, it was found that in Ferozabad the entire labour was recruited directly by the employers at the factory gate. In the remaining centres also, the bulk of the recruitment was made directly by the employers. In the case of factories located in Maharashtra, it was noticed that intermediaries played some role in the recruitment of labour in large factories as about 10 per cent. of their workers were recruited through Mistries or Jobbers, 3 per cent. by contacts and 2 per cent. by keeping a man at out-station to bring skilled workers.

2.7. Employment Status

During the course of the Survey, information pertaining to the classification of directly employed 'Production Workers' into different categories according to employment status was collected and the same is presented in Statement 2.6.

STATEMENT 2.6

Estimated Percentage Distribution of Production and Related Workers by Employment Status in the Glass Industry (31st March, 1965)

Centre	Percentage Distribution of Workers						
	Total Number of Production Workers* (employed directly)	Permanent Workers	Probationers	Temporary Workers	Badlis	Casual Workers	Apprentices (paid)
1	2	3	4	5	6	7	8
1. Ferozabad ..	9,235	3.0	—	97.0	—	—	—
(a) Large Factories ..	3,421	0.7	—	99.3	—	—	—
(b) Small Factories ..	5,814	4.4	—	95.6	—	—	—
2. Rest of Uttar Pradesh ..	7,753	83.8	1.4	10.7	0.4	3.7	†
(a) Large Factories ..	6,714	88.8	0.7	5.8	0.5	4.2	—
(b) Small Factories ..	1,039	51.8	5.8	42.1	—	—	0.3
3. Calcutta and 24 Parganas ..	6,210	67.1	—	28.2	—	4.7	—
(a) Large Factories ..	5,936	68.1	—	27.0	—	4.9	—
(b) Small Factories ..	304	48.0	—	52.0	—	—	—
4. Rest of West Bengal ..	4,197	46.4	3.3	46.5	—	3.8	—
(a) Large Factories ..	3,860	48.0	3.6	44.3	—	4.1	—
(b) Small Factories ..	337	28.5	—	71.5	—	—	—
5. Maharashtra ..	8,512	61.8	0.6	27.9	—	4.1	2.6
(a) Large Factories ..	5,590	60.9	0.9	19.1	—	6.2	3.9
(b) Small Factories ..	2,922	55.3	—	44.7	—	—	—
6. Residual ..	10,070	79.3	0.2	16.9	3.2	—	0.4
(a) Large Factories ..	8,635	83.3	0.2	13.4	3.8	—	0.4
(b) Small Factories ..	1,445	62.0	—	38.0	—	—	—
7. All India ..	46,007	57.4	0.7	38.2	0.8	2.3	0.6
(a) Large Factories ..	34,146	67.0	0.8	27.3	1.0	3.2	0.7
(b) Small Factories ..	11,861	29.9	0.5	69.6	—	—	†

*'Covered' under the Factories Act, 1948.

† Less than 0.05 per cent.

It may be pointed out that for the purposes of classification of workers into permanent, probationers, temporary, *badlis*, casual, etc., generally, the definitions as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, were relied upon. However, since these Acts apply to only those establishments which employ more than a certain number of workers, many of the Glass factories had not framed such Standing Orders. In their case, reliance had to be placed on the version of the managements.

It is estimated, on the basis of the data collected during the Survey, that about 57 per cent. of the 'Production Workers' in the Industry were permanent, about 38 per cent. temporary, about 2 per cent. casual and the rest (about 3 per cent.) *badlis*, probationers and apprentices. The proportion of permanent workers was the highest in 'Rest of Uttar Pradesh' (about 84 per cent.) and the lowest (3 per cent.) in Ferozabad. As between large and small factories, the former had a much larger proportion of permanent workers. Most of the *badli* workers were reported from the units surveyed in the Residual Group,

while Maharashtra had the bulk of the apprentices. The Survey also revealed that the factories located in Ferozabad and Residual Group did not have any casual worker while the factories in 'Calcutta and 24 Parganas' had the highest number of such workers (about 5 per cent.), closely followed by Maharashtra, 'Rest of West Bengal' and 'Rest of Uttar Pradesh' (about 4 per cent. each).

2.8. Length of Service

As already stated, the 'Production Workers' constituted the bulk of the working force in the Glass Industry. A study of the distribution of such workers employed directly, according to length of service, was made during the course of the present Survey. The data are presented in Statement 2.7.

STATEMENT 2.7

*Estimated Percentage Distribution of 'Production and Related Workers' Employed Directly According to Length of Service in the Glass Industry
(31st March, 1965)*

Centre			Total Number of Pro- duction Workers*	Percentage Distribution of Workers with Length of Service of				
				Under 1 year	1 year and more but under 5 years	5 years and more but under 10 years	10 years and more but under 15 years	15 years and more
1			2	3	4	5	6	7
1. Ferozabad	..	..	9,235	93.7	5.9	—	—	0.4
(a) Large Factories	..	..	3,421	97.7	2.3	—	—	—
(b) Small Factories	..	..	5,814	91.4	8.0	—	—	0.5
2. Rest of Uttar Pradesh	..	..	7,753	21.3	33.9	15.6	15.8	13.4
(a) Large Factories	..	..	6,714	16.2	35.3	16.3	16.7	15.5
(b) Small Factories	..	..	1,039	54.0	25.3	11.4	9.3	—
3. Calcutta and 24 Parganas	..	..	6,240	33.7	28.4	22.2	7.4	8.3
(a) Large Factories	..	..	5,936	34.0	28.3	21.2	7.7	8.3
(b) Small Factories	..	..	304	28.6	30.3	41.1	—	—
4. Rest of West Bengal	..	..	4,197	44.3	27.1	15.3	13.0	0.3
(a) Large Factories	..	..	3,800	43.3	27.2	15.0	14.2	0.3
(b) Small Factories	..	..	337	54.9	26.1	19.0	—	—
5. Maharashtra	..	..	8,512	42.9	38.4	13.5	5.6	0.6
(a) Large Factories	..	..	5,590	39.2	40.6	14.8	5.0	0.4
(b) Small Factories	..	..	2,922	50.1	34.2	8.2	6.5	1.0
6. Residual	..	..	10,070	20.0	24.4	30.2	17.0	8.4
(a) Large Factories	..	..	8,025	16.3	21.1	33.0	19.8	9.8
(b) Small Factories	..	..	1,445	41.5	44.7	13.4	0.4	—
7. All-India	..	..	40,007	43.3	25.7	16.0	9.6	5.4
(a) Large Factories	..	..	34,146	34.3	27.1	19.4	12.1	7.1
(b) Small Factories	..	..	11,861	69.2	21.5	6.2	2.5	0.6

*Covered' under Factories Act, 1948 and employed directly.

In the Industry, as a whole, it is estimated that on 31st March, 1965, about 43 per cent. of the workers had less than one year's service, about 26 per cent. 'one year and above but less than 5 years', 16 per cent. '5 years' and above but less than 10 years' and 15 per cent. had put in '10 years or more' of service. As between large and small factories, the latter had an overwhelming majority of those 'Production Workers' who had less than one year of service to their credit while in the large factories the working force was relatively more stable.

As regards different centres, it was found that in Ferozabad, about 91 per cent. of the workers had less than one year's service to their credit while, in the Residual Group, there were only 20 per cent. workers in this category. As the Statement (2.7) would show, the Residual Group revealed greater stability in the working force as about 56 per cent. of the workers had five years or more of service to their credit.

2.9. *Absenteeism*

No information in regard to the extent of absenteeism was collected from this Industry during the present Survey as the Bureau was already collecting information relating to absenteeism under the Annual Survey of Industries in respect of permanent and temporary 'Production Workers' and it was expected that the same could be utilised for this report also. Since the data collected during the Annual Survey of Industries, 1964, are still in the processing stage, no use could be made of them in this report. However, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism. The data collected during the Survey have revealed that nearly 36 per cent. of the Glass factories, comprising about 66 per cent. of large and about 25 per cent. of small factories surveyed, had taken some steps to reduce absenteeism. Generally, such steps included deduction of wages for the days of absence, linking of bonus with actual attendance, payment of Attendance Bonus, warning, disciplinary action, dismissal, etc.

2.10. *Labour Turnover*

As in the case of absenteeism, only the information regarding the steps taken by the management to reduce labour turnover was collected during the present Survey. The Survey has revealed that only about 2 per cent. of the factories had taken some steps to reduce labour turnover. No special steps were reported to have been taken for reducing labour turnover except the payment of bonus in some cases.

2·11. Regulation of Employment of *Badli* and Casual Labour

The system of employment of *Badli* and casual labour was prevalent in about 7 per cent. of the Glass factories in the country. Of these, about 29 per cent. had taken some steps to regulate their employment by giving preference to efficient and regular workers at the time of recruitment.

2·12. Training and Apprenticeship

It was found that the training and apprenticeship schemes were not very much in vogue in the Glass Industry as these facilities existed in only about 6 per cent. of the Glass factories surveyed. No such facilities existed in Ferozabad, 'Calcutta and 24-Parganas' and 'Rest of West Bengal'. The proportion of units providing such facilities was the highest (30 per cent.) in the 'Residual Group', followed by 'Rest of Uttar Pradesh' (about 10 per cent.) and Maharashtra (about 9 per cent.). In Maharashtra and the 'Residual Group', training facilities were provided by the large factories only while in the 'Rest of Uttar Pradesh' Centre, only the small factories provided such facilities.

Out of the factories providing training facilities, the schemes were regular in about 61 per cent. while in the remaining 39 per cent. these were *ad hoc*. The training was usually imparted in jobs like those of Turner, Fitter, Cutter, Gatherer, Grinder, etc. The period of training varied from 3 months to 1½ years depending upon the nature of the trade and degree of skill aimed at. In all cases, the trainees were paid some remuneration, the amount of which ranged between Rs. 50 and Rs. 70 per month. Generally, no condition was insisted upon in regard to the persons entitled to receive training, but in the case of turners' training, only those candidates were admitted who had already received some training from any of the Industrial Training Institutes.

CHAPTER III WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revision since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963--65).

3.1. *Earnings*

The data on earnings and pay periods in respect of 'Production Workers' were also not collected during the present Survey as the same were already available in the Bureau having been collected in connection with the Occupational Wage Survey. Since the data collected are yet being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the Survey, therefore, relate to only four categories of workers, viz., 'Professional, Technical and Related Personnel', 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers (including supervisory)' and 'Watch and Ward and Other Services'. This information relates to the pay period preceding the specified date i.e., 31st March, 1965 and is in respect of workers covered under the Factories Act, 1948. The data so collected appear in Statement 3.1.

STATEMENT 3.1

Estimated Average Daily Earnings of the Workers by Broad Occupational Groups in the Glass Industry (March, 1965)*

Centre	(In Rupees)			
	Professional, Technical and Related Workers	Administrative, Executive and Managerial Workers	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5
1. Ferozabad ..	14.99	6.51	4.95	2.02
(a) Large Factories ..	14.99	5.78	5.22	2.12
(b) Small Factories ..	-	6.88	4.78	1.98
2. Rest of Uttar Pradesh ..	29.77	10.95	9.70	2.97
(a) Large Factories ..	30.28	12.35	10.12	3.36
(b) Small Factories ..	13.75	10.07	5.55	2.60
3. Calcutta and 24 Parganas ..	24.54	18.40	6.64	2.73
(a) Large Factories ..	24.54	18.40	6.78	2.74
(b) Small Factories ..	-	-	4.14	2.67
4. Rest of West Bengal ..	30.93	16.61	8.90	5.16
(a) Large Factories ..	31.87	17.86	9.14	5.30
(b) Small Factories ..	13.45	13.51	5.28	2.60
5. Maharashtra ..	17.87	15.67	7.05	3.68
(a) Large Factories ..	17.03	18.37	6.73	3.46
(b) Small Factories ..	18.23	6.20	7.74	4.05
6. Residual ..	28.23	13.90	5.95	2.88
(a) Large Factories ..	13.02	20.46	6.04	2.86
(b) Small Factories ..	31.24	7.17	5.20	2.95
7. All-India ..	26.91	11.77	6.89	3.40
(a) Large Factories ..	28.59	15.42	7.28	3.66
(b) Small Factories ..	22.83	7.66	5.59	2.82

*Covered under the Factories Act, 1948.

It will be seen from the Statement (3·1) that the average daily earnings of workers belonging to the group of 'Professional, Technical and Related Personnel' were the highest (Rs. 26·91) and those of 'Watch and Ward and Other Services' the lowest (Rs. 3·40). Workers belonging to the categories 'Administrative, Executive and Managerial Personnel' and 'Clerical and Related Workers' earned on an average Rs. 11·77 and Rs. 6·89 per day respectively. The average daily earnings of workers belonging to all the four categories were higher in large factories as compared to small ones. As among different centres, the trend was, more or less, on the same pattern.

The pay period for all the four categories of workers was generally a month in most of the Glass factories.

3·1·2. Average Daily Earnings of All Workers

Following Statement 3·2 shows the average daily earnings, by components, of all workers during 1965 in Glass factories in the country, as a whole. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948 i.e. factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3·2

Average Daily Earnings of All Workers by Components in the Glass Industry 1965

(In Rupees)

Component						Average Daily Earnings	Percentage
1						2	3
1. Basic Wages	..	..	..	..	..	3·36	79·6
2. Cash Allowance including dearness allowance	..	..	..	..	..	0·69	16·4
3. Bonus	..	..	..	..	..	0·14	3·3
4. Money Value of Concessions	..	..	..	..	..	0·02	0·5
5. Arrears	..	..	..	..	..	0·01	0·2
Total						4·22	100·0

It would appear from the Statement that basic wages alone accounted for about 80 per cent. of the total earnings, followed by cash allowances (16 per cent.) and bonuses (3 per cent.). The contribution of money value of concessions and arrears was negligible.

3.2. Dearness Allowance

The Survey results show that dearness allowance, in addition to basic wages, was being paid in about 12 per cent. of the Glass factories in the country, out of which large factories accounted for about 30 per cent. and small factories for about 5 per cent. Among the different centres, it was significant to note that none of the factories surveyed in Ferozabad paid separate dearness allowance. The percentage of factories paying separate dearness allowance in 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas', 'Rest of West Bengal', 'Maharashtra' and the 'Residual Group' was approximately 30, 17, 35, 18 and 28 respectively. At the Industry level, out of the units paying separate dearness allowance, about 43 per cent. were paying it according to income slabs and about 19 per cent. on flat rates. Only in one factory, located in Maharashtra, forming about 9 per cent. of the factories at the Industry level, was the dearness allowance linked with the consumer price index number for Sholapur (Base: February, 1927 to January, 1928=100). In the remaining factories (about 29 per cent.) it was paid either at the discretion of the management or according to a combination of income slabs and flat rate.

3.3. Other Allowances

3.3.1. Production/Incentive Bonus

The results of the present Survey reveal that only about 15 per cent. of the Glass Factories in the country, comprising about 47 per cent. of large and 3 per cent. of small ones, had introduced schemes for the payment of production/incentive bonus to their employees. As among different centres, the percentage of factories paying production/incentive bonus was 38, 36, 29, 25 and 18 in the Residual Group, Maharashtra, Rest of Uttar Pradesh, 'Calcutta and 24 Parganas' and Rest of West Bengal respectively. None of the Glass factories located in Ferozabad was paying production/incentive bonus to its employees. Generally, 'Production Workers' who exceeded some prefixed norms of production were entitled to this bonus. Rates of payment, however, differed from unit to unit.

3.3.2. Night Shift Allowance

One large factory in the 'Rest of West Bengal' and two small factories in the 'Residual Group' were found to be paying night shift allowance to 'Production Workers' who worked in night shifts, but the rate of payment was found to differ from unit to unit. In the factory located in 'Rest of West Bengal', the rate of night shift allowance was 10 per cent. of basic pay and dearness allowance. In the 'Residual Group' the rate was Re. 0.12 per shift in one factory and Re. 0.37 per shift in the other.

3.3.3. House Rent Allowance

Payment of house rent allowance was not very much prevalent in the Glass Industry. Only one large and one small factory surveyed in the 'Rest of West Bengal' centre were reported to be paying this allowance to their employees who had not been provided houses. In the large factory, the allowance was admissible to clerical workers at the rate of 10 per cent. of basic pay

and dearness allowance and to professional and managerial personnel at fixed rates ranging from Rs. 30 to Rs. 60 per month according to individual agreements. In the small factory, the allowance was restricted to 'Production Workers' only at rates ranging from Re. 0.12 to Re. 0.50 per day at the discretion of the management.

3.3.4. *Transport/Conveyance Allowance*

Information collected during the Survey shows that only two small factories surveyed, one in Maharashtra and the other in 'Rest of Uttar Pradesh', were found to be paying this allowance to their workers. In Maharashtra, the allowance was paid to all employees staying away from the factory and the rate of allowance was restricted to the cost of monthly rail pass from the residence to the factory and back. In 'Rest of Uttar Pradesh', a cycle allowance of Rs. 8 per month was being paid to those clerical employees who had to perform out-door duties.

3.3.5. *Other Cash Allowances*

Earnings due to allowances other than those discussed above constituted a negligible proportion of the total earnings of the workers in the Glass Industry. These were in the nature of Sales Allowance in one of the factories surveyed in 'Rest of Uttar Pradesh' at Rs. 50 per month admissible to the Manager only. In one of the large factories in Residual Group, Heat Allowance at the rate of Re. 0.12 per day was being paid to those production workers who were engaged in machine operations and furnaces and Tool Allowance at the rate of Re. 0.05 per 100 square feet of glass cut was being paid to glass cutters. The factory was also paying food subsidy to all workers at the rate of Rs. 18 per month.

3.4. *Bonuses*

The Labour Investigation Committee had reported that the practice of paying annual bonus, profit or war bonus existed in a few factories in Uttar Pradesh, Bombay and Bangalore. The position as revealed by the present Survey is discussed below.

3.4.1. *Attendance Bonus*

The Survey has revealed that attendance bonus was being paid in a few large factories in Rest of West Bengal, Maharashtra and Residual Group. The percentage of factories paying attendance bonus at the industry level was only about 4. In 'Rest of West Bengal', attendance bonus was paid to clerical and watch and ward workers at rates varying from Rs. 5 to Rs. 30 per month depending upon the regularity of the worker. In Maharashtra, only production and watch and ward staff were paid attendance bonus at rates ranging between Rs. 3 and Rs. 10 per month for full attendance in a month. In Residual Group, only production workers were paid this bonus at rates varying from Rs. 5 to Rs. 10 per month provided they were present on all the working days in a month.

3.4.2. *Annual Bonus*

The practice of paying annual bonus was found to be in existence in about 45 per cent. of large and 12 per cent. of small factories surveyed or about 21 per cent. of the Glass factories in the Industry. The scheme was regular in about 26 per cent. of the units and irregular in the remaining 74 per cent. As regards different centres, it was noticed that in the 'Residual Group' the proportion of factories paying annual bonus was the highest (65 per cent.) followed by Maharashtra (55 per cent.). In 'Calcutta and 24-Parganas', 'Rest of Uttar Pradesh', 'Rest of West Bengal' and Ferozabad, the corresponding percentages were approximately 25, 19, 18 and 2 respectively.

In most of the units paying annual bonus, all workers were covered under the scheme. However, in some cases it was found that only permanent, time-rated or 'Production Workers' were entitled to receive bonus. Normally the condition for eligibility to bonus related to some pre-fixed period of service which ranged between 30 days' and one year's service. The rate of payment, differed from unit to unit—the least being 4 days' consolidated wages and the maximum being 90 days' wages. The Survey has further revealed that in about 45 per cent. of the units paying annual bonus, the payment of bonus was based on voluntary agreements between the workers and the managements, in about 41 per cent. on the discretion of the managements, in about 7 per cent. on adjudication award and in the remaining 7 per cent. of factories, it was being paid under the Payment of Bonus Act, 1965.

3.4.3. *Festival Bonus*

The practice of paying festival bonus was prevalent to a lesser extent than that of annual bonus, only about 8 per cent. of the Glass factories in the country having reported payment of bonus on one or the other festival. It was significant to note that none of the factories located in Ferozabad and Maharashtra had any scheme of paying festival bonus to its employees. In 'Calcutta and 24 Parganas' and 'Rest of West Bengal', the percentage of factories paying festival bonus was approximately 58 and 30 respectively while in 'Rest of Uttar Pradesh' and 'Residual Group', the corresponding percentage was 10 in each of them. In about 62 per cent. of the units paying festival bonus, the scheme was regular and in the remaining 38 per cent., it was irregular. Festival bonus was discretionary in about 84 per cent. of the factories paying it and was the result of agreements with workers in the rest (16 per cent.). In most of the factories paying festival bonus, all workers were entitled to receive the same. However, in some of them, this bonus was restricted to time-rated production workers or clerical, watch and ward and supervisory production workers only. In a few factories, no conditions were attached to payment while, in the rest, one month's to one year's service was

insisted upon. As regards rates of payment, these differed from unit to unit and ranged between 7 days' and 50 days' wages. In one of the factories in 'Rest of Uttar Pradesh', festival bonus was being paid at a flat rate of Rs. 55 per year, but the amount was proportionately reduced if the worker had less than one year of service to his credit. The mode of payment of festival bonus was cash in all the factories paying it.

3.4.4. *Other Bonuses*

It is estimated that about 2 per cent. of the Glass factories in the country, comprising one large and one small factory located in 'Rest of Uttar Pradesh', were paying other types of bonus viz., profit bonus, to their employees. In the large factory, the scheme was regular and based on voluntary agreement. All categories of workers were entitled to this bonus on completion of 30 days' service and the rate of payment varied from $2\frac{1}{2}$ to 3 months' basic wages. In the small factory, the scheme was not regular as it was based on an adjudication award. In this factory also, all the workers were entitled to receive this bonus but 3 months' service in the year to which the bonus related was insisted upon. The rate of payment was 13 days' total earnings of the workers concerned. In both the factories, the mode of payment was cash.

3.5. *Fines and Deductions*

The information collected reveals that the practice of imposing fines on workers was in vogue in only a few factories in 'Calcutta and 24 Parganas' and Maharashtra, representing hardly about 2 per cent. of the Glass factories in the Industry. In all such factories, the fines imposed were within the limits prescribed under the Payment of Wages Act. The lists of acts of commission and omission for which fines were imposed were duly approved by the prescribed authority and were displayed on notice boards in about 62 per cent. of the factories. Fines Registers and Fines Funds also existed in about 62 per cent. of the factories imposing fines. Fines Funds were being utilized for the benefit of the workers.

As regards deductions on account of damages, etc., about 98 per cent. of the factories were effecting the same in conformity with the Payment of Wages Act, 1936.

CHAPTER IV

WORKING CONDITIONS

Working conditions obtaining in factories in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a great deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in Glass factories as observed at the time of the Survey.

4.1. Shifts

According to the Labour Investigation Committee, majority of the factories in 1944-45 were working 3 eight-hour shifts for furnace workers and blowers and one general shift for the office staff and unskilled coolies. The present Survey has shown that one shift system predominated in the Industry as about 62 per cent. of the Glass factories were working single shift. These comprised about 81 per cent. of small factories and approximately 13 per cent. of large factories. The percentage of factories having two, three and more than three shifts daily was about 10, 27 and 1 respectively. It was significant to note that none of the factories located in the 'Rest of West Bengal' centre worked on single shift system. All the factories working more than three shifts daily were located in Maharashtra. Details are set out in Statement 4.1.

STATEMENT 4.1

Estimated Percentage of Glass Factories According to Number of Shifts (1965-66)

Centre	Number of Factories	Percentage of Factories having				Percentage of Factories having Night Shift
		One shift	Two shifts	Three shifts	More than three shifts*	
1	2	3	4	5	6	7
1. Ferozabad	156	90.9	3.0	5.5	—	36.4
(a) Large Factories ..	14	80.0	—	20.0	—	40.0
(b) Small Factories ..	142	92.0	4.0	4.0	—	36.0
2. Rest of Uttar Pradesh	31	51.6	9.7	38.7	—	29.0
(a) Large Factories ..	15	—	20.0	80.0	—	60.0
(b) Small Factories ..	16	100.0	—	—	—	—
3. Calcutta and 24 Parganas	24	33.3	25.0	41.7	—	41.7
(a) Large Factories ..	14	—	42.9	57.1	—	57.1
(b) Small Factories ..	10	80.0	—	20.0	—	20.0
4. Rest of West Bengal	10	—	32.5	67.5	—	85.0
(a) Large Factories ..	7	—	25.0	75.0	—	100.0
(b) Small Factories ..	3	—	50.0	50.0	—	50.0
5. Maharashtra	36	27.4	9.1	54.4	9.1	72.6
(a) Large Factories ..	13	—	—	100.0	—	100.0
(b) Small Factories ..	23	42.9	11.2	28.6	14.3	57.1
6. Residual	43	25.0	20.0	55.0	—	45.0
(a) Large Factories ..	21	—	40.0	60.0	—	40.0
(b) Small Factories ..	21	50.0	—	50.0	—	50.0
7. All-India	299	62.3	9.9	26.7	1.1	43.2
(a) Large Factories ..	84	13.3	22.8	63.9	—	60.7
(b) Small Factories ..	215	81.4	4.9	12.2	1.5	36.4

*Overlapping shifts.

It was observed during the Survey that in Ferozabad, some of the factories were having one shift only which was a night shift*. In other centres, all the factories having night shifts were found to be working on double shift or multiple shift. At the Industry level, about 43 per cent. of the Glass factories were having night shifts system. It was noticed that in about 90 per cent. of the factories having night shifts, no amenity was provided to night shifts workers. In the remaining about 10 per cent. factories, the amenities provided were in the shape of free tea (about 4 %), night shift allowance (about 4 %) and reduced hours of work (about 2 per cent). As regards the system of transferring workers from day shift to night shift and *vice versa*, the Survey revealed that in about 59 per cent. of the factories having night shifts, there was a regular system of change-over. The interval after which the change-over was made was a week in about 80 per cent. of the factories and a fortnight in the remaining 20 per cent.

4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory. The data collected during the present Survey show that in about 80 per cent. of the Glass factories in the country, the daily hours of work were more than $7\frac{1}{2}$ and up to $8\frac{1}{2}$. In the remaining 20 per cent. of the factories, the daily hours of work were more than 7 and up to $7\frac{1}{2}$ and correspondingly the weekly hours of work in these factories ranged between 42 and 45. In none of the factories surveyed, the weekly hours of work exceeded 48. Details about different centres are presented in Statement 4.2.

STATEMENT 4.2
Daily Hours of Work in the Glass Industry
(1965-66)

Centre	Number of Factories	Estimated Percentage of Factories Where Daily Hours of Work for Majority of Adult Workers were		
		More than 7 hours and up to $7\frac{1}{2}$ hours	More than $7\frac{1}{2}$ hours and up to 8 hours	More than 8 hours and up to $8\frac{1}{2}$ hours
1	2	3	4	5
1. Ferozabad	156	—	100.0	—
(a) Large Factories	14	—	100.0	—
(b) Small Factories	142	—	100.0	—
2. Rest of Uttar Pradesh	31	29.0	71.0	—
(a) Large Factories	15	60.0	40.0	—
(b) Small Factories	16	—	100.0	—
3. Calcutta and 24 Parganas	24	50.0	50.0	—
(a) Large Factories	14	57.1	42.9	—
(b) Small Factories	10	40.0	60.0	—
4. Rest of West Bengal	10	32.5	67.5	—
(a) Large Factories	7	25.0	75.0	—
(b) Small Factories	3	50.0	50.0	—
5. Maharashtra	36	54.4	36.5	9.1
(a) Large Factories	13	100.0	—	—
(b) Small Factories	23	28.6	57.1	14.3
6. Residual	42	38.3	61.7	—
(a) Large Factories	21	60.0	40.0	—
(b) Small Factories	21	16.7	83.3	—
7. All-India	399	20.0	78.9	1.1
(a) Large Factories	84	53.8	47.2	—
(b) Small Factories	215	7.3	91.2	1.5

* For the purpose of the Survey, a night shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

As mentioned elsewhere in the Report, only a small proportion of the factories in the country employed a few workers through contractors. Such workers were reported to be working for more or less the same average daily and weekly hours of work as direct labour. In the only factory in 'Rest of west Bengal' where children were employed, it was found that they were required to work for $4\frac{1}{2}$ hours a day and 27 hours per week.

As regards the practice prevailing at the time of the Survey in respect of spread-over and rest-interval in the Glass factories, the data collected appears in Statement 4.3.

STATEMENT 4.3

Estimated Percentage Distribution of Glass Factories According to Duration of Spread-Over and Rest-Interval, etc.
(1965-66)

Centre	Number of Factories	Percentage of Factories Where						
		Spread-Over for Adult Workers Was			Rest-Interval for Adult Workers Was			
		More than $7\frac{1}{2}$ hours and up to $8\frac{1}{2}$ hours	More than $8\frac{1}{2}$ hours and up to 9 hours	More than 9 hours	$\frac{1}{2}$ hour and less	More than $\frac{1}{2}$ hour and up to 1 hour	More than 1 hour and up to $1\frac{1}{2}$ hours	No Rest Interval
1	2	3	4	5	6	7	8	9
1. Ferozabad	156	34.6	65.4	—	30.9	69.1	—	—
(a) Large Factories	14	20.0	80.0	—	20.0	80.0	—	—
(b) Small Factories	142	36.0	64.0	—	32.0	68.0	—	—
2. Rest of Uttar Pradesh	31	60.0	40.0	—	60.0	40.0	—	—
(a) Large Factories	15	60.0	40.0	—	60.0	40.0	—	—
(b) Small Factories	16	60.0	40.0	—	60.0	40.0	—	—
3. Calcutta and 24 Parganas	24	83.3	16.7	—	75.0	16.7	—	8.3
(a) Large Factories	14	85.7	14.3	—	85.7	14.3	—	—
(b) Small Factories	10	80.0	20.0	—	60.0	20.0	—	20.0
4. Rest of West Bengal	10	47.5	35.0	17.5	47.5	35.0	17.5	—
(a) Large Factories	7	25.0	50.0	25.0	25.0	50.0	25.0	—
(b) Small Factories	3	100.0	—	—	100.0	—	—	—
5. Maharashtra	36	54.4	36.5	9.1	54.4	36.5	9.1	—
(a) Large Factories	13	100.0	—	—	100.0	—	—	—
(b) Small Factories	23	28.6	57.1	14.3	28.6	57.1	14.3	—
6. Residual	42	65.0	35.0	—	65.0	35.0	—	—
(a) Large Factories	21	80.0	20.0	—	80.0	20.0	—	—
(b) Small Factories	21	50.0	50.0	—	50.0	50.0	—	—
7. All India	299	48.2	50.1	1.7	45.6	52.0	1.7	0.7
(a) Large Factories	84	65.9	32.0	2.1	65.9	32.0	2.1	—
(b) Small Factories	215	41.3	57.2	1.5	37.7	59.9	1.5	0.9

It is apparent from the Statement (4.3) that in about 48 per cent. of the Glass factories in the country the spread-over was more than $7\frac{1}{2}$ and up to $8\frac{1}{2}$ hours, in about 50 per cent. more than $8\frac{1}{2}$ hours and up to 9 hours and more than 9 hours in the remaining 2 per cent. of the factories. The duration of rest-interval was half an hour and less in about 46 per cent. of the factories,

more than half an hour and up to 1 hour in 52 per cent. and more than 1 hour and up to 1½ hours in the remaining 2 per cent. of the factories. In about one-fifth of the small factories in 'Calcutta and 24-Parganas', no rest interval was allowed to workers.

It was also observed that in about 32 per cent. of the Glass factories, particularly those in Ferozabad, the prescribed timings of work were not being observed strictly.

4.3. *Dust and Fumes*

The Survey results have revealed that dusty processes, such as batch mixing, grinding and crushing, were involved in about 56 per cent. of the Glass factories in the country. It was noticed that local exhaust ventilation existed in about 68* per cent. of the factories having dusty processes while general exhaust system was provided in about 42* per cent. of such factories. Dusty processes were found to have been isolated in about 57* per cent. of the factories while dust suppression was done by sprinkling water in about 8* per cent. of the factories. Respiratory protective equipments like dust masks were provided in about 27 per cent. of the factories having dusty processes.

As regards fumes, only about 29 per cent. of the Glass factories in the country were reportedly having processes such as basing, spray painting, melting, manufacture of glass by reaction of soda ash and silica (producing Carbon-dioxide), glass cutting by coal gas and oxygen, etc., which gave off fumes or gases. It was observed that in about 60* per cent. of the factories, such processes were isolated. Local and general exhaust ventilation was provided in about 75* and 42* per cent. of the factories respectively at the all-India level. Respiratory protective equipments were, however, provided in about 26 per cent. of the factories having fume-giving processes and these were mostly (about 85 per cent.) in the shape of gas masks. In the remaining about 15 per cent. of the factories, only cloth was provided to the workers to safeguard themselves against fumes.

As regards house-keeping i.e., dusting, cleaning and arrangement of articles, etc., in the departments where processes giving off dust and gases etc., were being carried on, the position was found to be unsatisfactory in about 39 per cent. of the factories having such processes. These factories were mostly located in Ferozabad.

4.4. *Seating Arrangements*

Under the Factories Act, 1948, the managements are required to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of the work. This aspect was enquired into during the course of the Survey and it was found that in about 71 per cent. of the units (comprising all factories in 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas' and 'Rest of West Bengal' and about 56 per cent. of the factories in Ferozabad, 91 per cent. in Maharashtra and 65 per cent. in the Residual Group), the workers were obliged to work in a standing position. Out of these, seating arrangements were found to have been provided in nearly 48 per cent.

*These percentages are overlapping as some of the factories had more than one arrangement.

Of the factories providing seating arrangement, in about 82 per cent., the arrangements were for all workers while in the remaining factories, they were restricted to certain categories of workers only. The reasons given by the managements of defaulting factories were that the nature of the different processes was continuous and the workers had to move from place to place within the factory and as such it was not possible to perform the job in a sitting position.

4.5. *Conservancy*

The Factories Act, 1948, has made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standards of such arrangements. The present Survey has revealed that, in most of the Glass factories (about 94 per cent.), latrines had been provided, there being a few exceptions in Ferozabad and the Residual Group. About 15 per cent. of the factories had water-borne sewer type latrines, nearly 11 per cent. water-borne septic tank, about 9 per cent. dry-type bore hole, about 15 per cent. dry-type pan and the rest about 50 per cent. had arrangements like dry-type without pan or a combination of one or more arrangements.

Permanent latrines had been constructed by the managements of about 94 per cent. of the Glass factories having latrines while in the remaining 6 per cent. of the factories, these were temporary constructions. Proper screening arrangements existed in about 91 per cent. of the units having latrines. As required under the Act, water taps were also provided in or near the latrines in as many as about 78 per cent. of the units having them. The floors of latrines were impervious in about 96 per cent. of the units and the walls were plastered in about 66 per cent. units and tarred and impervious in the remaining 34 per cent. About half of the Glass factories were employing women workers, out of which nearly 77 per cent. had provided separate latrines for them. In about four-fifths of the factories having latrines, the number of latrines provided was adequate.

The Survey results also show that urinals for the use of workers were existing in about 80 per cent. of the units, out of which in a little more than four-fifths, these were properly screened. The defaulting factories were located mostly in 'Calcutta and 24-Parganas' and the Residual Group. In about 93 per cent. of the Glass factories providing urinals, these were permanent constructions and the rest temporary. The floors of the urinals were impervious in about 98 per cent. of the factories providing them. Out of the factories employing women and providing urinals, about 86 per cent. had provided separate urinals for women workers.

4.6. *Disposal of Trade Wastes and Effluents*

The Survey has revealed that in about 9 per cent. of the Glass factories in the country, the trade waste was properly treated in the factory before it was discharged outside. The arrangement and method of disposal was dumping in ditches and trenches (about 49 per cent.), discharge in public drain (36 per cent.) and discharge in river (15 per cent.).

4.7. *Leave and Holidays with Pay*

Annual leave (i.e. earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948. Some of the State Governments have

also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. All other types of leave facilities have come into vogue either as a result of mutual agreements between the employers and the employees or as a consequence of some award. Statement 4.4, based on the data collected during the Survey, shows the prevailing practice in regard to granting of leave and holidays with pay in Glass factories in the country.

STATEMENT 4.4

Estimated Percentage of Glass Factories Granting Various Types of Leave and Holidays with Pay
(1965-66)

Centre	Total Number of Factories	Percentage of Factories Granting			
		Earned Leave	Casual Leave	Sick Leave	National and Festival Holidays
1	2	3	4	5	6
1. Ferozabad	156	12.7	—	—	92.7
(a) Large Factories ..	14	20.0	—	—	100.0
(b) Small Factories ..	142	12.0	—	—	92.0
2. Rest of Uttar Pradesh	31	100.0	40.0	—	100.0
(a) Large Factories ..	15	100.0	40.0	—	100.0
(b) Small Factories ..	16	100.0	40.0	—	100.0
3. Calcutta and 24 Parganas	24	75.0	25.0	16.7	100.0
(a) Large Factories ..	14	100.0	42.9	14.3	100.0
(b) Small Factories ..	10	40.0	—	20.0	100.0
4. Rest of West Bengal	10	100.0	17.5	35.0	100.0
(a) Large Factories ..	7	100.0	25.0	50.0	100.0
(b) Small Factories ..	3	100.0	—	—	100.0
5. Maharashtra	36	100.0	45.3	18.2	90.9
(a) Large Factories ..	13	100.0	75.0	25.0	100.0
(b) Small Factories ..	23	100.0	28.6	14.3	85.7
6. Residual	42	83.3	38.3	18.3	91.7
(a) Large Factories ..	21	100.0	60.0	20.0	100.0
(b) Small Factories ..	21	66.7	16.7	16.7	83.3
7. All -India	299	50.1	17.6	7.3	93.9
(a) Large Factories ..	84	86.7	43.0	15.4	100.0
(b) Small Factories ..	215	35.8	7.7	4.1	91.6

4.7.1. *Earned Leave*

There was, generally, no system of granting earned leave with pay to the workers in the Glass Industry during 1944-45 when the Labour Investigation Committee conducted their Enquiry. Only one factory in Uttar Pradesh allowed 24 days' leave with pay in a year. In another factory in Punjab, workers were allowed one paid holiday after 14 days of continuous work. The present Survey has, however, shown that the system of granting earned leave with pay to workers was in existence in about half of the Glass factories in the country, comprising all factories in 'Rest of Uttar Pradesh', 'Rest of West Bengal' and 'Maharashtra', about 83 per cent. in 'Residual Group', 75 per cent. in 'Calcutta and 24-Parganas' and about 13 per cent. in Ferozabad. As among large and small factories, the percentage of factories granting earned leave was about 87 and 36 respectively at the Industry level. For all workers covered under the Factories Act, the conditions of eligibility, etc., were the same as laid down under the Act.

Data were also collected in respect of the number of workers who were granted earned leave during the calendar year 1964 and the extent of leave actually enjoyed by them. Details are presented in Statement 4.5.

STATEMENT 4.5

*Estimated Number of Workers Granted Earned Leave with Pay in the Glass Industry.
(During 1964)*

Centre	Average Daily Number of Workers Employed	Number of Workers Who Enjoyed Leave	Percentage of Workers Who Enjoyed Leave to the Total Employed	Percentage of Workers Who Enjoyed Leave										
				Up to 5 Days	Over 5 and up to 10 Days	Over 10 and up to 15 Days	Over 15 and up to 20 Days	Over 20 and up to 25 Days	Over 25 and up to 30 Days	Over 30 Days				
1	2	3	4	5	6	7	8	9	10	11				
1. Ferozabad	..	8,530	2.1	27.8	21.7	23.9	11.7	6.6	3.3	5.0				
(a) Large Factories	..	3,436	3.6	20.0	16.8	24.8	16.8	9.6	4.8	7.2				
(b) Small Factories	..	5,094	1.1	45.5	32.7	21.8	—	—	—	—				
2. Rest of Uttar Pradesh	..	7,434	80.4	11.9	24.0	42.8	12.8	4.9	1.8	1.8				
(a) Large Factories	..	6,485	84.2	12.6	24.3	41.5	13.0	4.9	1.8	1.9				
(b) Small Factories	..	989	55.5	4.6	21.4	55.4	10.8	5.0	1.9	0.9				
3. Calcutta and 24 Parganas	..	5,684	3,736	8.1	8.6	32.0	13.8	7.8	5.2	24.5				
(a) Large Factories	..	5,404	3,619	8.2	8.7	31.5	13.9	7.8	5.2	24.7				
(b) Small Factories	..	280	9.6	—	—	100.0	—	—	—	—				
4. Rest of West Bengal	..	4,392	35.6	10.8	21.3	53.5	5.8	4.1	3.5	1.0				
(a) Large Factories	..	4,095	35.9	11.1	21.3	53.2	3.6	4.1	3.6	1.1				
(b) Small Factories	..	297	31.6	6.4	21.3	57.5	8.5	4.2	2.1	—				
5. Maharashtra	..	11,085	29.0	10.7	12.1	51.9	10.7	4.0	9.5	1.1				
(a) Large Factories	..	5,998	2,660	10.6	11.9	49.1	11.5	4.4	11.1	1.4				
(b) Small Factories	..	5,087	568	11.1	13.2	65.1	6.6	2.0	2.0	—				
6. Residual	9,312	7,165	10.6	13.8	58.2	12.0	3.5	1.0	0.9				
(a) Large Factories	..	8,040	6,371	11.1	12.9	58.2	12.3	3.5	1.0	1.0				
(b) Small Factories	..	1,272	794	6.8	21.4	57.6	9.3	3.0	1.5	0.4				
7. All-India	46,437	47.0	10.7	16.1	47.9	11.9	4.7	3.4	5.3				
(a) Large Factories	..	33,438	59.1	10.9	15.8	46.8	12.2	4.9	3.6	5.8				
(b) Small Factories	..	12,999	15.9	8.3	19.2	58.6	8.6	3.2	1.7	0.4				

There were wide disparities in the proportion of workers who enjoyed earned leave in the various centres e.g., while in Ferozabad the percentage of such workers was about 2, it was as high as 80 in 'Rest of Uttar Pradesh'. The overall average in the country was 47 per cent. The proportion of workers enjoying leave was quite high (about 59 per cent.) in large factories but was considerably low (about 16 per cent.) in small factories.

As regards the period of leave availed of during 1964, Statement 4.5 shows that generally in all the centres, comparatively more workers enjoyed leave for a period of over 10 and up to 15 days. In the Industry, as a whole, the proportion of such workers was about 48 per cent. Those taking leave up to 10 days formed about 27 per cent. of the total while 20 per cent. of the employees remained on leave for a duration of over 15 and up to 30 days. About 5 per cent. of the workers enjoyed earned leave for over a month.

4.7.2. *Casual Leave*

There is no mention in the Report of the Labour Investigation Committee about the system of granting casual leave to workers in any of the Glass factories covered by them. The data collected during the present Survey show that about 18 per cent of the Glass factories in the country were allowing casual leave with pay to their employees (Statement 4.4). In Ferozabad centre, none of the factories surveyed was found to be granting casual leave to its employees. The proportion of factories granting casual leave in Maharashtra, 'Rest of Uttar Pradesh', Residual Group, 'Calcutta and 24-Parganas' and 'Rest of West Bengal' was about 45, 40, 38, 25 and 18 per cent. respectively. As between large and small factories, at the Industry level, 43 per cent. of all large factories and about 8 per cent. of all small factories provided this facility. As such, casual leave benefit existed in proportionately more large factories than in small ones.

In approximately 69 per cent. of the units granting casual leave, it was allowed only up to 10 days in a year. Leave over 10 and up to 15 days was permissible in about 31 per cent. of the units. None of the units surveyed granted casual leave for more than 15 days.

Of the factories granting casual leave, in about 58 per cent., all employees could avail of this facility, whereas in the remaining 42 per cent. it was restricted to only some categories of employees e.g., professional, managerial and clerical personnel. In about 55 per cent. of the factories granting casual leave, on condition was attached to the grant of such leave while, in the rest, conditions such as one year's service, permanency etc., were attached. Full consolidated wages or basic pay and allowances, as the case might be, were payable in about 97 per cent. of the units granting casual leave. In the remaining 3 per cent. of the factories, which were located in 'Rest of West Bengal' shift allowance, incentive bonus and attendance bonus were not paid during casual leave while the workers were entitled to basic pay, dearness allowance and house rent allowance,

4.7.3. *Sick Leave*

It appears from the Report of the Labour Investigation Committee that, during 1944-45, the system of granting sick leave did not exist in any of the Glass factories visited by them. However, with the coming into force of the Employees' State Insurance Scheme, the benefit of sick leave with wages is ordinarily available to the employees under that Scheme. During the course of the present Survey, information regarding sick leave with pay was collected from those units only where the sick leave facility was being granted by the managements, irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. On the basis of the results of the present Survey, it has been estimated that only about 7 per cent. of all Glass factories in the country were granting sick leave with pay to their employees. The percentage of factories granting sick leave was the highest (about 35) in the 'Rest of West Bengal' centre (Statement 4.4). No such facility was available to workers in Glass factories located in Ferozabad and 'Rest of Uttar Pradesh'.

Excepting about 16 per cent. of the units granting sick leave, where the period of leave was up to 15 days in a year, in the remaining factories i.e., 84 per cent. (comprising about 73 per cent. large and all small factories), it was up to 10 days only. In a majority of the units granting sick leave, normal basic wages plus dearness allowance, or consolidated wages, as the case might be, were permissible during the period of sick leave. In a few factories in 'Calcutta and 24-Parganas', the workers were paid Rs. 1.25 per day during the period of sick leave. In about 51 per cent. of the factories, all workers were entitled to sick leave facilities while, in the rest, it was restricted to certain specified categories only e.g., piece-rated production workers, clerical workers, professional and administrative personnel, etc. In nearly one-third of the factories, no condition was attached to the grant of sick leave while, in the remaining factories, such leave was granted only on the production of a medical certificate or to permanent workers.

4.7.4. *National and Festival Holidays*

According to the Labour Investigation Committee, only a few factories covered in Bombay and Bangalore were allowing some paid festival holiday to the employees. The present Survey has, however, shown that the practice of granting national/festival holidays with pay appears to have become almost universal in Glass factories in the country in as much as nearly 94 per cent. of them, comprising all large and about 92 per cent. of small factories (Statement 4.4), were found to be allowing such holidays. In about two thirds of the units giving these holidays, the benefit was enjoyed by all workers. In the rest, it was restricted to only some categories of workers e.g., production workers only, clerical staff only clerical and watch and ward employees etc.

In about 10 per cent. of the factories granting national/festival holidays the number of holidays was up to 5 in a year. It was between 6 and 10 in nearly 62 per cent. of the factories, between 11 and 15 in roughly 18 per cent. and more than 15 days in a year in the rest.

Excepting a few factories in 'Calcutta and 24 Parganas' centre where the workers were paid Rs. 2·50 per day during such holidays, full wages were being allowed in the remaining factories. In about 95 per cent. of the Glass factories, no condition was attached to the grant of national/festival holidays while, in the remaining factories, condition like attendance on preceding and succeeding days was insisted upon for claiming payment for such holidays.

4·8. *Weekly-off*

All the Glass factories in the country were complying with the provisions of the Factories Act, 1948, regarding the grant of a weekly day of rest to workers. It was with pay in about 89 per cent. of the factories (comprising about 95 per cent. of large and 86 per cent. of small factories) and without pay in the rest. The factories where weekly day of rest was without pay were located in Maharashtra, Residual Group, 'Calcutta and 24-Parganas' and Ferozabad and the respective percentage of such factories was approximately 37, 18, 8 and 7. In about 54 per cent. of the factories, all workers were allowed this facility while in the rest it was restricted to some categories of workers like clerical, administrative, watch and ward, etc.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees and Commissions appointed in India, from time to time, for enquiring into the conditions of industrial labour have never failed to pin-point the urgency and utility of ameliorative measures in order to promote the welfare of workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, many items of welfare have been undertaken voluntarily by the employers for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of workers, which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the existing extent of welfare facilities being enjoyed by workers in the Glass Industry. The information collected, both in respect of obligatory and non-obligatory welfare facilities, is presented in the following paragraphs.

5.1. *Drinking Water Facilities*

Suitable arrangements for the supply of drinking water were found to be existing in all the units surveyed in the country. Such facilities were in the form of water taps in about 41 per cent. of the factories, earthen pitchers in about 7 per cent., tube wells in 3 per cent. and buckets/drums in another 2 per cent. In the remaining units, drinking water was provided through more than one of the above modes. The condition of receptacles was clean in almost all cases. Details appear in Statement 5.1.

STATEMENT 5.1
Drinking Water Facilities in the Glass Industry
1965-66

Centre	Total Number of Factories	Estimated Percentage of Factories Where Drinking Water Facility existed	Estimated Percentage of Factories Where Water was Supplied through								Estimated Percentage of Factories having arrangements for cooled water during Summer
			Taps only	Tube wells only	Earthen Pitchers only	Buckets or Drums only	Combination of one or more viz. earthen pitchers, drums and water taps, etc.	Well water			
1	2	3	4	5	6	7	8	9	10		
1. Ferozabad ..	156	100.0	43.6	—	3.7	—	52.7	—	58.2		
(a) Large Factories	14	100.0	40.0	—	—	—	60.0	—	80.0		
(b) Small Factories	142	100.0	44.0	—	4.0	—	52.0	—	56.0		
2. Rest of Uttar Pradesh ..	31	100.0	71.0	—	—	—	29.0	—	90.3		
(a) Large Factories	15	100.0	40.0	—	—	—	60.0	—	80.0		
(b) Small Factories	16	100.0	100.0	—	—	—	—	—	100.0		
3. Calcutta and 24 Parganas ..	24	100.0	33.3	25.0	—	8.3	33.4	—	33.3		
(a) Large Factories	14	100.0	28.6	28.6	—	—	42.8	—	42.9		
(b) Small Factories	10	100.0	40.0	20.0	—	20.0	20.0	—	20.0		
4. Rest of West Bengal ..	10	100.0	50.0	—	—	15.0	35.0	—	50.0		
(a) Large Factories	7	100.0	50.0	—	—	—	50.0	—	50.0		
(b) Small Factories	3	100.0	50.0	—	—	50.0	—	—	50.0		
5. Maharashtra ..	36	100.0	9.1	—	36.3	—	54.6	—	100.0		
(a) Large Factories	13	100.0	—	—	50.0	—	50.0	—	100.0		
(b) Small Factories	23	100.0	14.3	—	28.6	—	57.1	—	100.0		
6. Residual ..	42	100.0	36.7	—	8.3	8.3	8.4	8.3	55.0		
(a) Large Factories	21	100.0	40.0	—	—	—	60.0	—	60.0		
(b) Small Factories	21	100.0	33.3	—	16.7	16.7	16.7	16.6	50.0		
7. All-India ..	299	100.0	40.7	2.0	7.4	2.4	46.3	1.2	63.8		
(a) Large Factories	84	100.0	32.7	4.8	7.7	—	54.8	—	69.4		
(b) Small Factories	215	100.0	43.9	0.9	7.3	3.3	43.0	1.6	61.6		

Keeping in view the hygienic considerations, the Factories Act, 1948 prohibits the location of any drinking water point within 20 feet of latrines and urinals. The Survey has shown that, excepting about 15 per cent. of the factories (comprising about 27, 20, 18, 17 and 15 per cent. of the factories in Maharashtra, 'Rest of Uttar Pradesh' 'Rest of West Bengal', 'Calcutta and 24 Parganas' and Ferozabad respectively) where drinking water points were situated within the prohibited distance, in all other units the provision of law had been complied with.

The Factories Act provides that every factory employing more than 250 workers should supply drinking water cooled by ice or other effective method during certain specified part of the year. On the basis of the information collected, it is estimated that only about one-fifth of the Glass factories in the country were under such a statutory obligation. Of these, nearly 60 per cent. (comprising all factories in Ferozabad, about 80 per cent. in 'Rest of Uttar Pradesh', about 66 per cent. in Maharashtra, 50 per cent. in 'Residual Group', about 43 per cent. in 'Calcutta and 24-Parganas' and about 35 per cent. in 'Rest of West Bengal') had made such arrangements. In addition to these, some factories which were under no statutory obligation had also made arrangements for supply of cooled water during summer and thus about 64 per cent. of the Glass factories in the country were found to have made such arrangements.

5.2. *Washing Facilities*

Section 42 of the Factories Act, 1948 provides that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. Information collected during the Survey shows that nearly 32 per cent. of the units in the Industry, comprising about 56 per cent. of large and 23 per cent. of small factories, had provided this facility. The factories which had not provided the facility were mostly located in Ferozabad and the 'Calcutta and 24-Parganas' centres. In the factories where no separate washing facilities had been provided, the drinking water points were being used for this purpose also.

Wherever separate washing facilities had been provided, they were in the form of showers controlled by taps (about 29 per cent.), water stored in receptacles and wash basins with taps (about 16 per cent. each). In the remaining units (about 39 per cent.), they were in the form of taps, tube wells, well water or a combination of more than one of the above types. The Survey has also revealed that some cleansing material like soap, soda, oil, etc., was being supplied to workers in about 59 per cent. of the factories.

Of the factories employing women, and providing washing facilities, about one-third (comprising about 60 per cent. of the factories in 'Rest of Uttar Pradesh', 33 per cent. each in 'Rest of West Bengal' and 'Residual centres and 29 per cent. in Maharashtra) had provided separate washing places for their use which were properly screened.

5.3. *Bathing Facilities.*

The Factories Act, 1948, does not contain any specific provision relating to bathing facilities but it authorises State Governments to make rules requiring certain types of factories to provide such facilities for certain categories of employees. It was found during the course of the Survey, that about 46 per cent. of the factories, comprising about 57 per cent. of large and about 42 per cent. of small factories, had provided bathing facilities for the use of workers. As regards different centres of the Industry, the proportion of the factories providing the facility was about 79 per cent. in 'Rest of Uttar Pradesh', 45 per cent. in Perozzabad, 42 per cent. in 'Calcutta and 24-Parganas', 37 per cent. in 'Residual Group', 36 per cent. in Maharashtra and 35 per cent. in 'Rest of West Bengal'. Of the factories providing bathing facilities, nearly 54 per cent. employed women workers but separate bath rooms were provided in nearly two-thirds of such factories. In about 91 per cent. of the factories having bathing facilities, bathing places were generally well maintained and kept clean.

5.4. *Canteens*

In 1944-45, when the Labour Investigation Committee conducted its enquiry, there was no law regulating the establishment of canteens. Only a few factories in Calcutta, Bombay and Bangalore had provided this facility for their workers. According to Section 46 of the Factories Act, 1948, the State Governments may make rules requiring that in any specified factory, wherein more than 250 workers are ordinarily employed, an adequate canteen, according to the prescribed standards, should be provided for the use of workers. Information collected during the Survey shows that about 22 per cent. of the factories in the country, comprising about three-fourths of large and a few (2 per cent.) of small factories, were under a statutory obligation to provide canteens. Of these, about 72 per cent. (comprising all factories, in 'Rest of West Bengal' and Residual Centre, about 67 per cent. in Maharashtra, about 60 per cent. in 'Rest of Uttar Pradesh', and about 57 per cent. in 'Calcutta and 24-Parganas') had complied with the legal requirement. In addition to these, a few small factories in Maharashtra, though under no statutory obligation to provide canteens, had also provided this facility. Thus, at the Industry level, about 17 per cent. of the Glass factories (comprising about 29, 33, 70, 27 and 40 per cent. of the factories in 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas', 'Rest of West Bengal', Maharashtra and 'Residual' Centres respectively), were found to have provided canteens. In about 31 per cent. of the factories having canteens, meals were served in addition to tea/coffee and snacks, while in the remaining factories arrangements existed for the sale of tea, coffee and snacks alone. Adequate drinking water arrangements existed in about 94 per cent. of the factories having canteens.

Nearly 41 per cent. of the canteens were run by contractors, 40 per cent. by the managements, 15 per cent. jointly by the managements and workers and the rest (i.e., 4 per cent.) by workers. In about 41 per cent. of the canteens, Canteen Managing Committees, as required under the law, had been constituted which were responsible for fixing the prices of various items sold. Out of the remaining 59 per cent. of the factories having canteens, prices were being

fixed by managements in about 34 per cent. and by contractors in about 25 per cent. In about 49 per cent. of the factories having canteens, the items were being sold at a no-profit, no-loss basis; at subsidised rates in about 28 per cent. and at market rates in the rest (23 per cent.). It was found during the course of the Survey, that price lists of various items sold, duly approved by the Canteen Managing Committees, were often not displayed in the canteen halls. Such lists could be seen in only about one-third of the factories having Canteen Managing Committees.

The Survey has further revealed that about 63 per cent. of the factories having canteens gave subsidies to the canteens either for supplying the articles at cheap rates (59 per cent.) or for meeting losses (41 per cent.). The location and hygienic conditions of most of the canteens were satisfactory. Of the total estimated number of workers (*i.e.*, 28,188) employed in Glass factories having canteens, 12,478 workers (or nearly 44 per cent.) were reported to be visiting them daily. The proportion of such workers was the highest in 'Calcutta and 24-Parganas' (about 61 per cent.) and the lowest in 'Rest of Uttar Pradesh' (about 36 per cent.).

5.5. *Creches*

According to the Labour Investigation Committee which conducted its enquiry in 1944-45, there were no creches in any of the factories surveyed although in some of them over 100 women were employed. The Factories Act, 1948, requires all factories employing more than 50 women workers to maintain a creche of a prescribed standard. It is estimated that, though about half of the Glass factories had women workers on their rolls during March, 1965, only about 8 per cent. employed more than 50 women workers. Of these, about 64 per cent. (comprising all such factories in Maharashtra and half of the factories in 'Residual Group') had provided creches. However, in only about 44 per cent. of these factories, the condition of creches was satisfactory. These creches, besides being located in congenial surroundings, were found to be properly lighted, ventilated, furnished and maintained in clean and tidy condition. Children attending the creches were being provided with toys, soap, towel and milk. Full-time staff had also been appointed to look after the children. In the remaining factories having creches (all located in the 'Residual Group' and forming 56 per cent. of all factories in the country), the condition of the creches was anything but satisfactory.

5.6. *Lockers*

Locker facilities for keeping clothings of the workers were found to be existing in only about 6 per cent. of the factories in the Industry, comprising about 10 per cent. of large and 4 per cent. of small factories. No such facility was provided in the factories located in Ferozabad and Residual Group.

5.7. Rest Shelters

The existence of rest shelters for the workers in a few units in Bombay was reported by the Labour Investigation Committee (1944-45). Under the Factories Act, 1948, maintenance of rest shelters is obligatory for every factory wherein more than 150 workers are ordinarily employed. However, if the factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not obligatory. It is estimated that, in the Glass Industry, nearly 31 per cent. of the factories (comprising about 93 per cent. of large and 6 per cent. of small factories) were under a statutory obligation to provide rest shelters. Of these, nearly 37 per cent. (comprising about 66.50, 49, 33 and 17 per cent. in 'Rest of Uttar Pradesh', 'Rest of West Bengal', 'Residual Centre', Ferozabad and Maharashtra respectively) had done so. In addition to these, a few factories in Ferozabad, though under no statutory obligation, had also provided rest shelters. Thus, at the Industry level, about 12 per cent. of the factories, whether under obligation or not, had provided rest shelters. The proportion of such factories was about 39 per cent. in 'Rest of Uttar Pradesh', 35 per cent. in 'Rest of West Bengal', 28 per cent. in 'Residual Group', 9 per cent. in Maharashtra and 4 per cent. in Ferozabad. None of the factories in 'Calcutta and 24-Parganas' had reportedly provided rest shelters although about 58 per cent. were obliged to do so. It was further observed that in about 38 per cent. of the factories having rest shelters, these were not of the prescribed standard. In about 45 per cent. of the factories, the rest shelters provided were not kept in tidy condition and in about 42 per cent. of the cases, there was no drinking water facility. Other defects noticed were lack of sufficient light in about 28 per cent., improper ventilation in about 22 per cent. and lack of adequate protection from weather in about 16 per cent. of the factories. In about 71 per cent. of the factories having rest shelters, some furniture like benches, tables, chairs, etc., had also been provided.

5.8. Recreation Facilities

The Report of the Labour Investigation Committee does not make any mention of recreation facilities provided to workers during 1944-45. The present Survey has revealed that only one-tenth of the Glass factories in the country had provided recreation facilities such as out-door games, in-door games, radio sets, film shows, dramas, etc. for their employees. No such facilities existed in the factories located in 'Calcutta and 24-Parganas'. The types of arrangements made, however, varied from factory to factory. Of the factories providing recreation facilities, about 88 per cent. provided out-door games, 63 per cent. film shows, 58 per cent. in-door games, 44 per cent. radio sets and 20 per cent. dramas. In 11 per cent. of the factories religious and social functions were organised.

The expenses on recreation facilities were being met through *ad hoc* grants by managements in about 70 per cent. of the factories while in the rest (30 per cent.), the cost was being met either from welfare funds or jointly by managements and workers. In about 94 per cent. of the factories providing recreation facilities, these were available to all workers while the rest afforded opportunities for recreation to only those who paid some subscription. The facilities provided were being managed by Labour/Welfare Officers in about 47 per cent. of the factories, through Committees consisting of representatives of both employers and workers in about 44 per cent., and directly by the employers in the remaining about 9 per cent. of the factories.

5.9. *Educational Facilities*

Commenting on these facilities, the Labour Investigation Committee had observed: "The employers have made no arrangements worth the name in any of the Provinces for the education of their adult employees or the children of the employees"*. The present Survey has also shown that arrangements for the education of workers' children existed in the Glass Industry on a very meagre scale as only about 5 per cent. of the factories in the country had provided schools. All the schools were being run by large units only in 'Rest of Uttar Pradesh', 'Rest of West Bengal', Maharashtra and the 'Residual Group'. Nearly 52 per cent. of the units providing educational facilities were running high schools while in the remaining about 48 per cent., only primary schools existed. It was noticed that about 45 per cent. of the factories providing educational facilities were not charging any fees from the students attending the schools. In one large factory in Maharashtra, books and some articles of stationery like exercise books, slates, pencils, etc., were being supplied free to the students. A few factories located in 'Rest of Uttar Pradesh', 'Rest of West Bengal' and Maharashtra (constituting about 3 per cent. at the Industry level) were found to be paying a regular subsidy to some other schools for the education of their workers' children. No arrangements, whatsoever, existed for adult education in any of the units surveyed.

In one large factory in Maharashtra, there was arrangement for holding tailoring class for females.

5.10. *Medical Facilities*

During 1944-45, as reported by the Labour Investigation Committee, some of the factories visited by them were having dispensaries. The position at the time of the present Survey is discussed below:

5.10.1. *Hospitals and Dispensaries*

During the course of the Survey, it was found that about 23 per cent. of all large factories, accounting for about 7 per cent. of all factories in the country (comprising about 35, 29, 10 and 2 per cent. in 'Rest of West Bengal', 'Rest of Uttar Pradesh', 'Residual Group' and Ferozabad respectively) were running dispensaries/hospitals for the benefit of their employees. About 62 per cent. of these dispensaries/hospitals were under the charge of full-time doctors, 28 per cent. under part-time doctors and in the rest (10 per cent.), both part-time and full time doctors were provided. In about 15 per cent. of the dispensaries, compounders were also appointed. Part-time doctors were available for 6 hours per week in about 28 per cent. of the factories, more than 6 and up to 12 hours per week in about 44 per cent. and for more than 12 and up to 24 hours per week in the rest (about 28 per cent.). It was also observed that in a few units (about 2 per cent.) in 'Rest of West Bengal' and Maharashtra, which did not have separate dispensaries/hospitals, there was arrangement for medical treatment of workers through contracts with some doctors elsewhere. Thus in the Industry, as a whole, arrangements for medical treatment of workers existed in about 9 per cent. of the factories. Besides their normal duties, the doctors conducted medical examination of the school children twice a year and attended to workers' families also in some of the

*B. P. Adarkar—Report on Labour Conditions in the Glass Industry.
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factories. Among the factories providing medical facilities and employing contract labour, it was noticed that in about 53 per cent. of such factories the contract labour enjoyed medical facilities in the same manner as directly engaged labour.

5.10.2. *Ambulance Rooms*

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the standard as well as equipment of such rooms. It is estimated on the basis of the information collected during the Survey that about 31 per cent. of the large factories or about 9 per cent. of all Glass factories in the country (comprising about 52, 20, 19, 17 and 2 per cent. in 'Rest of West Bengal', 'Residual Group', 'Rest of Uttar Pradesh', 'Calcutta and 24 Parganas' and Ferozabad respectively) were under a statutory obligation to provide ambulance rooms. Of these, only about 17 per cent. (comprising all factories under a statutory obligation in Ferozabad and one-third of such factories in 'Rest of West Bengal') had actually done so. In none of the factories, ambulance rooms were under the charge of full-time doctors. These were either a part of the dispensary under the charge of a part-time doctor or under the charge of some other trained personnel like compounder. None of the factories surveyed had voluntarily provided an ambulance room.

5.10.3. *First-aid Boxes*

The Factories Act, 1948 lays down that every factory should maintain first-aid boxes, at the rate of one for every 150 workers ordinarily employed. Such boxes must contain the prescribed items and should be readily accessible to workers during all the working hours. The Survey results show that about 89 per cent. of the Glass Factories in the country (comprising all factories in 'Rest of Uttar Pradesh', 'Rest of West Bengal', Maharashtra and 'Residual Centres and about 84 per cent. of factories in Ferozabad and about 67 per cent. in 'Calcutta and 24-Parganas') were maintaining first-aid boxes, but only 12 per cent. of them kept the prescribed contents. Others were found to be deficient in one or more items. The Factories Act also provides that all first-aid boxes must be kept under the charge of trained first-aiders. However, it was found that in about 59 per cent. of the factories, none of the first-aid boxes were under the charge of trained personnel. Of the 41 per cent. factories having trained first-aiders, nearly all of them were trained under the St. Johns Ambulance.

5.11 *Transport Facilities*

The workers in the Glass Industry were usually not given any transport facility by the managements. This may be due to the fact that the majority of workers lived not very far from the factories. As such, it was only in about 2 per cent. of the Glass factories in the country (comprising about 18 per cent. of the factories in 'Rest of West Bengal' and about 10 per cent. in Maharashtra) that such facilities had been provided to the employees. It was in the shape of reimbursing the cost of monthly railway tickets or by providing free or concessional transport to workers from their residence to work place and back.

5.12. *Other Amenities*

The Survey results indicate that only two large factories surveyed—one in 'Rest of Uttar Pradesh' and the other in 'Rest of West Bengal'—were running grain shops for the benefit of their employees. In both of these factories, commodities were sold at controlled prices.

Co-operative societies were functioning in about 8 per cent. of the Glass factories in the country. Of these, in about 44 per cent. there were credit societies; in 43 per cent. co-operative stores and in 13 per cent. multipurpose societies. Nearly half of the factories having co-operative societies (comprising 50 per cent. of the factories in 'Rest of Uttar Pradesh' and about 67 per cent. in the 'Residual' Centre) were giving some financial aid to these societies.

5.13. *Housing Facilities*

The Labour Investigation Committee had reported that residential accommodation was provided to workers at all the centres visited by them and about 26 per cent. of the total number of workers employed in Glass factories were housed by the employers. At the time of the present Survey, nearly 21 per cent. of the Glass factories, comprising about 62 per cent. of large and 9 per cent. of small factories, had provided housing accommodation to their workers. The proportion of the factories providing housing accommodation was the highest (70 per cent.) in 'Rest of West Bengal' and the lowest (about 2 per cent.) in Ferozabad. It is significant to note that none of the small factories surveyed in Ferozabad, 'Calcutta and 24 Parganas' and 'Rest of West Bengal' had provided any housing accommodation to its employees. The details about the type of accommodation provided, rent charged, etc., are presented in Statement 5.2.

STATEMENT 5.2

Estimated Percentage of Factories in the Glass Industry Providing Houses, Extent of Accommodation and Rent Charged (1965-66)

Centre	Number of Factories	Percentage of Factories Providing Houses	Percentage of Houses Consisting of					Percentage of Factories which			
			One Room	Two Rooms	Three Rooms more	Four or more Rooms	Charged no rent at all	Charged from all	Charged from some employees		
1	2	3	4	5	6	7	8	9	10		
1. Ferozabad ..	156	1.8	68.9	24.3	6.8	—	100.0	—	—		
(a) Large Factories ..	14	20.0	68.9	24.3	6.8	—	100.0	—	—		
(b) Small Factories ..	142	—	—	—	—	—	—	—	—		
2. Rest of Uttar Pradesh ..	31	59.4	74.9	17.3	6.6	1.2	67.4	32.6	—		
(a) Large Factories ..	15	80.0	69.1	21.0	8.3	1.6	50.0	50.0	—		
(b) Small Factories ..	16	40.0	96.8	3.2	—	—	100.0	—	—		
3. Calcutta and 24 Parganas ..	24	16.7	100.0	—	—	—	100.0	—	—		
(a) Large Factories ..	14	28.6	100.0	—	—	—	100.0	—	—		
(b) Small Factories ..	10	—	—	—	—	—	—	—	—		
4. Rest of West Bengal ..	10	70.0	93.2	1.4	0.6	4.8	75.0	25.0	—		
(a) Large Factories ..	7	100.0	93.2	1.4	0.6	4.8	75.0	25.0	—		
(b) Small Factories ..	3	—	—	—	—	—	—	—	—		
5. Maharashtra ..	36	45.3	87.9	8.9	3.2	—	60.0	40.0	—		
(a) Large Factories ..	13	75.0	87.4	7.9	4.7	—	66.7	33.3	—		
(b) Small Factories ..	23	28.6	89.0	11.0	—	—	50.1	49.9	—		
6. Residual ..	42	56.7	56.2	41.2	2.6	—	64.7	17.6	17.7		
(a) Large Factories ..	21	80.0	51.8	45.3	2.9	—	50.0	25.0	25.0		
(b) Small Factories ..	21	33.3	100.0	—	—	—	100.0	—	—		
7. All-India ..	299	24.2	74.6	20.9	3.6	0.9	68.6	25.6	5.8		
(a) Large Factories ..	84	62.3	71.2	23.6	4.2	1.0	63.0	29.0	8.0		
(b) Small Factories ..	215	9.3	93.8	6.2	—	—	83.6	16.4	—		

It will be seen from the Statement (5.2) that nearly three-fourths of the houses provided were one-room tenements, 21 per cent. had two-rooms and the rest (about 4 per cent.) had three or more rooms. It was also noticed that only the large factories provided houses with more than two rooms. In about 69 per cent. of the factories, the houses were rent free. In Ferozabad and 'Calcutta and 24 Parganas', none of the units providing housing facilities charged rent from its employees. In about 6 per cent. of the factories, rent was charged partially from some employees. In the remaining about one-fourth of the factories, rent was charged from all allottees. About 79 per cent. of the houses were *pucca*-built and the rest *kutchi*. It is estimated that, of the 52,397 workers (covered under the Factories Act) employed in the Industry in 31st March, 1965, about 13 per cent. had been provided houses by the employers. Details in respect of different centres and as between two size groups are presented in Statement 5.3.

STATEMENT 5.3

*Estimated Percentage of Workers Allotted Houses in the Glass Industry
(1965-66)*

Centre	Number of Factories	Number of Workers* Employed as on 31-3-1965	Percentage of Workers Allotted Houses
1	2	3	4
1. Ferozabad	156	10,817	1.4
(a) Large Factories	14	3,653	4.2
(b) Small Factories	142	7,164	—
2. Rest of Uttar Pradesh	31	9,132	14.5
(a) Large Factories	15	7,948	13.8
(b) Small Factories	16	1,184	18.8
3. Calcutta and 24 Parganas	24	6,492	4.7
(a) Large Factories	14	6,170	5.0
(b) Small Factories	10	322	—
4. Rest of West Bengal	10	5,018	25.8
(a) Large Factories	7	4,653	27.8
(b) Small Factories	3	365	—
5. Maharashtra	36	9,165	22.3
(a) Large Factories	13	6,008	27.6
(b) Small Factories	23	3,157	12.1
6. Residual	42	11,773	13.5
(a) Large Factories	21	10,155	12.1
(b) Small Factories	21	1,618	21.9
7. All-India	299	52,397	12.8
(a) Large Factories	84	38,587	14.9
(b) Small Factories	215	13,810	7.0

*Covered under the Factories Act, 1948.

Facilities for building houses were being provided to the employees in about 10 per cent. of the Glass factories in the country, comprising about 20 per cent. of the factories in Maharashtra and 18 per cent. in the 'Residual Group'. In the remaining centres, no such facilities were provided.

CHAPTER VI

SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was through the Workmen's Compensation Act, passed by the Central Government and the Maternity Benefit Acts enacted by the State Governments. However, after Independence, there has been a considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952. The following paragraphs describe briefly the social security benefits being enjoyed by workers in the Glass factories in the country at the time of the present Survey.

6.1. *Provident Fund Schemes*

During 1944-45, the Labour Investigation Committee had reported the existence of provident fund schemes in one glass factory each in Bengal, Bombay and Bangalore. The present Survey results show that provident fund schemes were in existence in about 56 per cent. of the Glass factories in the country comprising all large and about 39 per cent. of the small factories. Since the Employees' Provident Funds Act does not apply to all the units in the Industry and provides for exemption to some categories of them, the proportion of factories having the provident fund schemes in the various centres of the Industry naturally differed. This proportion was the lowest (about 38 per cent) in Ferozabad, where the scheme was operating in all large and 32 per cent. of small factories.

In all the factories having provident fund schemes, the provident funds had been set up under the Employees' Provident Funds Scheme framed by the Government of India and, consequently, the rate of contribution, conditions of eligibility, etc., were the same as laid down in the Scheme. About 2 per cent. of the factories were having, in addition to the Employees' Provident Funds Scheme, some other provident fund schemes as well for those workers who were not covered under the statutory scheme.

An estimated number of 27.9 thousand workers in the Glass factories i.e., about 53 per cent. of the total number of workers covered under the Factories Act, 1948, were members of various provident fund schemes as on 31st March, 1965. Details of different centres appear in Statement 6.1.

STATEMENT 6.1

*Estimated Percentage of Glass Factories having Provident Fund Schemes, etc.
(31st March, 1965)*

Centre	Number of Fac- tories	Per- centage of Fac- tories having Pro- vident Fund Schemes	Percentage (of Col. 3) of Factories having			Total Number of Workers* Em- ployed as on 31-3-65	Total Number of Workers who were Mem- bers of the Pro- vident Fund Schemes	Per- centage of Workers who were Mem- bers of the Pro- vident Fund Schemes (of col. 7)
			Em- ployees' Pro- vident Funds Scheme	Other Schemes	Em- ployees' Pro- vident Fund as well as other schemes			
1	2	3	4	5	6	7	8	9
1. Porzabad	156	38.1	100.0	—	—	10,817	796	7.4
(a) Large Factories ..	14	100.0	100.0	—	—	3,653	235	6.4
(b) Small Factories ..	142	32.0	100.0	—	—	7,164	561	7.8
2. Rest of Uttar Pradesh ..	31	79.4	87.8	—	12.2	9,132	6,683	73.2
(a) Large Factories ..	15	100.0	80.0	—	20.0	7,948	6,219	78.2
(b) Small Factories ..	16	60.0	100.0	—	—	1,184	463	39.1
3. Calcutta and 24 Parganas ..	24	75.0	100.0	—	—	6,492	4,237	65.3
(a) Large Factories ..	14	100.0	100.0	—	—	6,170	4,064	65.9
(b) Small Factories ..	10	40.0	100.0	—	—	322	173	53.7
4. Rest of West Bengal ..	10	85.0	100.0	—	—	5,018	2,589	51.6
(a) Large Factories ..	7	100.0	100.0	—	—	4,653	2,489	53.5
(b) Small Factories ..	3	50.0	100.0	—	—	365	100	27.4
5. Maharashtra ..	36	81.8	100.0	—	—	9,165	4,610	50.3
(a) Large Factories ..	13	100.0	100.0	—	—	6,008	3,773	62.8
(b) Small Factories ..	23	71.4	100.0	—	—	3,157	837	26.5
6. Residual ..	42	66.7	100.0	—	—	11,773	8,959	76.1
(a) Large Factories ..	21	100.0	100.0	—	—	10,155	8,171	80.5
(b) Small Factories ..	21	33.3	100.0	—	—	1,618	788	48.7
7. All-India ..	209	56.2	98.2	—	1.8	52,397	27,873	53.2
(a) Large Factories ..	84	100.0	96.4	—	3.6	38,587	24,951	64.7
(b) Small Factories ..	215	39.1	100.0	—	—	13,810	2,922	21.2

*Covered under the Factories Act, 1948.

6.2. Pension Schemes

The Survey results show that in none of the units surveyed was there any pension scheme for the workers. This was the position even in 1944-45 as reported by the Labour Investigation Committee.

6.3. *Gratuity Schemes*

In the Glass Industry, the system of paying gratuity was prevalent only to a very limited extent as only two factories surveyed—one large factory in 'Residual Group' and one small factory in 'Rest of Uttar Pradesh'—were found to be paying gratuity to their employees. These constituted only about 2 per cent. of all the Glass factories in the country. Even during 1944-55, none of the factories visited by the Labour Investigation Committee had any gratuity scheme.

Gratuity was payable to workers or their dependants in the case of death, retirement and termination of service by employers on grounds other than misconduct in the factory located in the 'Rest of Uttar Pradesh' centre while, in the other, gratuity was payable only in the case of retirement. In both the factories, the schemes were regular. The rate of payment varied from 10 days' to 15 days' wages for each completed year of service in the small factory while it was 15 days' basic pay for each completed year of service with a maximum of 15 months' pay in the large factory. The period of qualifying service was completion of 20 years of service in the large factory and the attainment of 58 years of age in the other.

On the basis of the data collected during the present Survey, it has been estimated that 41 persons in the Industry received gratuity during the year 1964.

6.4. *Maternity Benefits*

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in factories exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act.

During the course of the Survey, information about the payment of maternity benefits could be collected only in respect of those sampled factories where the Employees' State Insurance Scheme had not been implemented and consequently the benefit, where payable, was paid directly by the employers. Information about the number of maternity claims made and accepted for payment during the year 1964 was collected from the sampled units employing women workers. Though women were employed in about half of the factories in the country and in all the centres of the Industry, it was only in case of women workers in 'Rest of Uttar Pradesh', Maharashtra and 'Residual' Centres that maternity claims were made. In the industry as a whole, it is estimated that 50 women workers submitted maternity claims during 1964 and all were accepted for payment by the concerned managements.

6.5. Industrial Accidents

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employees' State Insurance Act, 1948, provide for payment of compensation to the workers who are injured on account of accidents arising out of and in the course of employment. Since the scheme framed under the latter Act is being gradually extended to various industrial centres, in those units of Glass Industry where the scheme had not been implemented, workers were entitled to receive compensation directly from their employers under the Workmen's Compensation Act, 1923. Information was collected during the Survey in respect of number and nature of accidents from all the sampled factories whether covered or not under Employees' State Insurance Scheme. It is estimated that, during 1964, accidents took place in about 26 per cent. of the Glass factories, comprising about 67 per cent. of large and 10 per cent. of small factories involving 1,482 workers in the Industry. Perhaps a better picture can be had when the number of workers involved in accidents *vis-a-vis* the number of workers employed is taken into account. The number of workers involved in accidents per thousand workers employed, based on the estimate of average number employed during 1964, as also distribution of workers involved by nature of accidents are given in Statement 6.2.

STATEMENT 6.2

Estimated Proportion of Workers Involved in Accidents by Nature of Accidents in the Glass Industry (1964)

Centre	Number of Factories	Percentage of Factories where Accidents were reported	Estimated Average Daily Number of Workers Employed (1964)	Number of Workers involved in Accidents per 1,000 Workers Employed Resulting in			Total
				Death	Permanent Disability	Temporary Disability	
1	2	3	4	5	6	7	8
1. Ferozabad	156	5.4	8,530	—	—	4.2	4.2
(a) Large Factories ..	14	20.0	3,436	—	—	7.0	7.0
(b) Small Factories ..	142	4.0	5,094	—	—	2.4	2.4
2. Rest of Uttar Pradesh ..	31	38.7	7,434	—	0.4	12.0	12.4
(a) Large Factories ..	15	80.0	6,465	—	0.5	12.5	13.0
(b) Small Factories ..	16	—	969	—	—	8.3	8.3
3. Calcutta and 24 Parganas ..	24	33.3	5,684	—	—	49.1	49.1
(a) Large Factories ..	14	57.1	5,404	—	—	51.6	51.6
(b) Small Factories ..	10	—	280	—	—	—	—
4. Rest of West Bengal ..	10	85.0	4,392	—	—	84.0	84.0
(a) Large Factories ..	7	100.0	4,095	—	—	89.1	89.1
(b) Small Factories ..	3	50.0	297	—	—	13.5	13.5
5. Maharashtra	36	54.5	11,085	—	—	34.4	34.4
(a) Large Factories ..	13	75.0	5,998	—	—	51.8	51.8
(b) Small Factories ..	23	42.9	5,087	—	—	13.8	13.8
6. Residual	42	48.3	9,312	0.7	—	34.2	34.9
(a) Large Factories ..	31	80.0	8,040	0.5	—	37.7	38.2
(b) Small Factories ..	21	16.7	1,272	2.4	—	11.8	14.2
7. All-India	299	25.7	46,437	0.1	0.1	31.7	31.9
(a) Large Factories ..	84	67.1	33,438	0.1	0.1	40.8	41.0
(b) Small Factories ..	215	9.6	12,999	0.2	—	8.4	8.6

It will be seen from the Statement (6·2) that the overall rate of accidents works out to nearly 32 per thousand workers employed. The frequency rate of accidents was significantly higher in large factories than in small ones, being about 41 and 9 per thousand respectively. The rate of accidents was the highest (84 per thousand) in 'Rest of West Bengal' and the lowest (1 per thousand) in Ferozabad. As regards the nature of accidents, the number of persons involved in fatal accidents and those resulting in permanent disability was almost negligible. The majority of workers involved in accidents suffered only temporary disabilities.

6·6. Occupational Diseases

As regards occupational diseases afflicting the workers in Glass Industry, only one of the large factories surveyed in the "Rest of West Bengal" centre reported that some of its workers suffered from dermatitis due to coming in contact with certain chemicals.

CHAPTER VII

INDUSTRIAL RELATIONS

During the present Survey, information was collected in respect of some important aspects of industrial relations in the Glass Industry and the findings appear in the following paragraphs.

7.1. *Industrial Disputes*

Data pertaining to industrial disputes in the Glass Industry were not collected during the present Survey since the same were available in the Labour Bureau. Such information in respect of the number of disputes in the Glass Industry and consequent loss of Man-days since 1959 is given in Statement 7.1.

STATEMENT 7.1

Number of Disputes Resulting in Work Stoppages, Workers involved and Man-days Lost in the Glass Industry

Year				Number of Disputes*	Number of Workers Involved	Number of Man-days Lost
1				2	3	4
1959	..	..	..	23	6,167	1,03,555
1960	..	..	..	15	3,597	51,806
1961	..	..	..	17	3,354	53,432
1962	..	..	..	19	12,343	2,41,864
1963	..	..	..	17	11,625	38,996
1964	..	..	..	25	8,354	97,738
1965	..	..	..	19	6,238	2,82,869

*Source: —Labour Bureau, Indian Labour Year Books, 1960 to 1965.

*These include both strikes and lock-outs.

It will be observed from the Statement (7.1) that except for the years 1959, 1962, 1964 and 1965, the industry enjoyed more, or less, peaceful labour management relations. The main reasons for the considerable loss of man-days during the year 1959, 1962, 1964 and 1965 were strikes on account of disputes relating to wage revisions, bonus, suspension, charge sheeting or assault of certain workers, etc., and lock-outs because of indiscipline and go-slow tactics of the workers, refusal of workers to work in newly imposed shifts and inter-union rivalry.

7.2. *Trade Unionism*

Commenting on the state of trade unionism in the Glass Industry, the Labour Investigation Committee had observed: "Because of the *defacto* seasonal nature of the industry and the consequent intermittent periods of unemployment, the glass factory workers have not been able to organise themselves into strong unions".*

*B. P. Adarkar Report on Labour Conditions in the Glass Industry, P. 72,

Information collected in the course of the present Survey shows that trade unionism had developed in varying degrees in all the centres of the Industry. Details appear in Statement 7·2.

STATEMENT 7·2

Estimated Percentage of Glass Factories Where Workers were Members of Trade Unions, etc.
(1965-66)

Centre	Number of Factories	Percentage of Factories where Workers were Members of Trade Unions	Number of Workers* as on 31-3-1965	Number of Workers who were Members of Trade Unions	Percentage of Factories where Trade Unions (some or all) were Recognised
1	2	3	4	5	6
1. Ferozabad	156	45·4	10,817	2,993 (27·7)	12·0
(a) Large Factories..	14	100·0	3,653	1,188 (32·5)	20·0
(b) Small Factories	142	40·0	7,164	180 (25·2)	10·0
2. Rest of Uttar Pradesh	31	48·4	9,132	4,485 (49·1)	60·0
(a) Large Factories..	15	100·0	7,948	4,485 (56·4)	60·0
(b) Small Factories	16	—	1,184	—	—
3. Calcutta and 24 Parganas	24	75·0	6,492	5,016 (77·3)	77·8
(a) Large Factories..	14	100·0	6,170	4,849 (78·6)	71·4
(b) Small Factories	10	40·0	322	167 (51·9)	40·0
4. Rest of West Bengal	10	70·0	5,018	3,718 (74·1)	100·0
(a) Large Factories..	7	100·0	4,653	3,718 (79·9)	100·0
(b) Small Factories	3	—	365	—	—
5. Maharashtra	36	45·3	9,165	3,775 (41·2)	60·0
(a) Large Factories..	13	75·0	6,008	2,655 (44·2)	66·7
(b) Small Factories	23	28·6	3,157	1,120 (35·5)	50·1
6. Residual	42	66·7	11,773	7,887 (67·0)	100·0
(a) Large Factories..	21	100·0	10,155	7,254 (71·4)	100·0
(b) Small Factories	21	33·3	1,618	633 (39·1)	100·0
7. All India	199	51·9	52,397	27,874 (53·2)	49·2
(a) Large Factories..	84	96·1	38,587	24,149 (62·6)	69·7
(b) Small Factories	215	34·6	13,810	3,725 (27·0)	26·8

*"Covered" under the Factories Act, 1948.

Note:—Figures within brackets in Column 5 are percentages of workers who were members of trade unions to the total number of workers Covered under the Factories Act, 1948 on the specified date.

It will be seen from the Statement (7·2) that in about 52 per cent. of the Glass factories in the country, comprising nearly 96 per cent. of large and 35 per cent. of small factories, workers had organised themselves into trade unions. Approximately 53 per cent. of the workers were members of trade unions, workers in large factories accounting for about 63 per cent. and those in small ones for about 27 per cent. In nearly half of the factories having unions, the managements had given them recognition.

As among different centres, the development of trade unionism was, however, uneven. For example, in the factories located in the 'Calcutta and 24-Parganas', 'Rest of West Bengal' and 'Residual' Centres, the workers were highly unionised while in Ferozabad, 'Rest of Uttar Pradesh' and Maharashtra, the percentages of workers who were members of the unions were quite low.

It was observed during the Survey that the most important activity of trade unions in the Glass Industry was securing of claims of their members under the various Labour Acts as nearly all the unions were found to be doing this. In 'Calcutta and 24-Parganas' centre, a few unions were providing recreation facilities. About 3 per cent. of the unions (located in the 'Residual', 'Rest of West Bengal' and 'Calcutta and 24-Parganas' centres) were providing relief to distressed workers. No attention appears to have been paid to adult education.

7·3. *Collective Agreements*

In the course of the Survey, information was collected in respect of collective agreements concluded between employers and workers in the sampled establishments since 1956. It was found that about 12 per cent. of the factories in the country had concluded such agreements. Collective agreements were concluded more among large factories than small ones. Such agreements were found to have been entered into in all the centres except 'Rest of West Bengal'. The percentage of factories which had concluded collective agreements in the Residual Group, Maharashtra, 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas' and Ferozabad was nearly 38, 36, 10, 8 and 2 respectively. The main issues covered under the collective agreements included wages, dearness allowance, leave, attendance bonus, provident fund, gratuity and provision of welfare facilities.

7·4. *Standing Orders*

With the enactment of Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment and redress of grievances, etc.

It is estimated that about 48 per cent. of the Glass factories (comprising all large and about 28 per cent. of small factories) in the country were under a statutory obligation to frame Standing Orders for their employees. Of these, nearly 87 per cent. of the factories (comprising all factories surveyed in Ferozabad, 'Rest of Uttar Pradesh' and 'Calcutta and 24 Parganas', 75 per cent. in 'Rest of West Bengal', 43 per cent. in Maharashtra and about 89 per cent. in the Residual Group had fulfilled their obligation. It was, however, noticed that Standing Orders were actually in existence in nearly half of the factories in the country as some of the factories in Ferozabad had framed the Standing Orders on their own. Details appear in Statement 7.3.

STATEMENT 7.3

*Estimated Percentage of Glass Factories where Standing Orders were Framed, etc.
1965-66*

Centre	Number of Factories	Percentage of Factories Which Had Framed Standing Orders	Percentage of Factories under Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were Framed (of Col. 4)	Percentage of Factories where Standing Orders were Certified
1	2	3	4	5	6
1. Ferozabad	156	15.4	30.8	100.0	100.0
(a) Large Factories	11	100.0	100.0	100.0	100.0
(b) Small Factories	145	40.0	24.0	100.0	100.0
2. Rest of Uttar Pradesh	31	69.0	69.0	100.0	100.0
(a) Large Factories	15	100.0	100.0	100.0	100.0
(b) Small Factories	16	40.0	40.0	100.0	100.0
3. Calcutta and 24 Parganas	24	58.3	58.3	100.0	100.0
(a) Large Factories	14	100.0	100.0	100.0	100.0
(b) Small Factories	10	--	--	--	--
4. Rest of West Bengal	10	52.5	70.0	75.0	100.0
(a) Large Factories	7	75.0	100.0	75.0	100.0
(b) Small Factories	3	--	--	--	--
5. Maharashtra	36	27.3	63.5	43.0	100.0
(a) Large Factories	13	25.0	100.0	25.0	100.0
(b) Small Factories	23	28.6	42.9	66.6	100.0
Residual	42	66.7	75.0	88.9	100.0
(a) Large Factories	21	100.0	100.0	100.0	100.0
(b) Small Factories	21	33.3	50.0	66.7	100.0
7. All India	299	49.9	48.4	87.4	100.0
(a) Large Factories	81	86.3	100.0	86.3	100.0
(b) Small Factories	215	35.7	28.8	88.8	100.0

In all the units having Standing Orders, these were framed under the Industrial Employment (Standing Orders) Act, 1946. All the Standing Orders were reported to have been certified.

7.5. *Labour/Welfare Officers*

With a view to enabling employers to have better arrangements for personnel management and to help them in securing proper implementation of labour laws, a specific provision has been made in the Factories Act, 1948, requiring all factories employing 500 or more workers to appoint a Welfare Officer. The rules framed by the State Governments under the Act prescribe the functions and duties of these officers.

It is estimated that about 31 per cent. of the large factories or about 9 per cent. of all Glass factories in the country (comprising about 2 per cent. of the factories in Ferozabad, 19 per cent. in 'Rest of Uttar Pradesh' 17 per cent. in 'Calcutta and 24 Parganas', 52 per cent. in 'Rest of West Bengal' and 20 per cent. in the Residual Centre) were under a statutory obligation to appoint Welfare Officers. All such units had complied with the provision of law by appointing Welfare Officers. In addition, some of the factories in Maharashtra, 'Rest of Uttar Pradesh' and Residual Group, though not under a statutory obligation, had also appointed such officers. Thus, in fact, about 44 per cent. of the Glass factories in the country had appointed Welfare Officers.

The functions of the Welfare Officers were reportedly the same as prescribed under the Factories Act. Securing redress of workers' day-to-day grievances and maintenance of harmonious relations between the management and the employees by acting as liaison officers were their most important functions. Organisation and supervision of welfare and recreation activities also formed a part of their duties. Besides, in about 58 per cent. of the factories where Welfare Officers had been appointed, they appeared before the Tribunals etc., on behalf of the managements in cases of industrial disputes.

7.6. *Works/Joint Committees*

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act lays down that all those establishments which employ 100 or more workers shall constitute Works Committees. Some of the State laws also provide for the constitution of Joint Committees in certain types of establishments.

Information collected during the present Survey indicates that all the large factories and about 28 per cent. of all small factories (or about 18 per cent. of Glass Factories in the country) were under a statutory obligation to constitute Works Committees. Out of these, only about 15 per cent. had done so. It was observed that the legal provision in respect of constitution of Works Committees was violated in all the factories located in Ferozabad and 'Rest of Uttar Pradesh' centres while the percentage of such factories in 'Calcutta and

24-Parganas' 'Rest of West Bengal', Maharashtra and Residual centres was about 86, 75, 57 and 73 respectively. The reasons generally put forth by the employers for not setting up Works Committees were lack of interest by workers or doubts about its utility and ignorance of the legal provisions in this respect. It was, however, observed that one small factory in Residual Centre had voluntarily constituted a Works Committee. Thus, at the Industry level, Works Committees existed in about 8 per cent. of the factories. In about 61 per cent. of the Factories having Works /Joint Committees, the representation of both works and management was equal.

In about 27 per cent. of the units having these Committees, they were reported to have met up to 3 times during the year ending March, 1965 while in about 65 per cent. of the units, the number of meetings held was more than 3 and up to 6. In the remaining about 8 per cent. of factories, no meeting was held during the year ended March, 1965. Records of the meetings held indicate that various matters of mutual interest, such as improvement in working conditions, safety measures, leave, bonus, sanitation, canteens, educational facilities, etc., formed the usual items of agenda and the decisions taken were generally implemented.

7.7. *Production and Other Committees*

Production Committees were found to have been set up in only two large factories—one in the 'Rest of Uttar Pradesh' and the other in the Residual Group. The functions of these Committees were to discuss ways and means of increasing production. The representation of workers and managements on these Committees was equal.

Safety Committees consisting of representatives of management as well as workers, were found to be existing in about 27 per cent. of the Glass factories in the country (comprising about 44 per cent of the factories in Ferozabad and 39 per cent. in 'Rest of Uttar Pradesh'). The functions of such committees were to discuss ways and means for ensuring safety in the factories and to educate workers in this respect.

In one of the units surveyed in 'Calcutta and 24-Parganas', a *Karkhana* Committee, consisting solely of two representatives of workers had been constituted. The object of this committee was to serve as a link between the workers, the blowers' union and the management.

7.8. *Grievance Procedure*

The Labour Investigation Committee had made no mention of the existence of any systematic procedure in regard to the redress of grievances of workers in the Glass Industry. However, with the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it became compulsory for all factories employing 100 or more workers to frame Standing Orders prescribing, *inter-alia*, the procedure to be followed for the redress of workers' grievances. As mentioned elsewhere, about 50 per cent. of the Glass factories in the country had framed Standing Orders and, thus, a precibed grievance

Procedure had been laid down in such units. In addition, a few units in 'Calcutta and 24-Parganas' had voluntarily formulated a procedure for the redress of grievances of their employees. Thus, in the Industry, as a whole, a prescribed grievance procedure existed in about 51 per cent. of the factories in the country, comprising about 45, 69, 67, 53, 27 and 67 per cent. of the factories in Ferozabad, 'Rest of Uttar Pradesh', 'Calcutta and 24-Parganas', 'Rest of West Bengal', Maharashtra and Residual Centres respectively. According to the prevailing practice, grievances were usually represented by the worker himself or through the union to the Labour Officer or Factory Manager. If the worker was not satisfied with the decision at this level, he could go to the General Manager/Proprietor or other higher authority for the redress of the grievances.

7.9. Association of Workers with the Management

The present Survey shows that none of the Glass factories surveyed had introduced any scheme for associating workers with the management

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected from the sampled establishments during the course of the present Survey in respect of employees covered under the Factories Act and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry relating to labour cost was modelled on the lines of the Study of Labour Costs in the European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of conditions obtaining in India. For instance, in view of the fact that wages in India are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and included under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, retrenchment compensation, etc.

The Survey in this Industry started in April, 1965, and ended in February 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information as far as possible, for the calendar year 1964. If, however, the financial year of the establishment did not coincide with the calendar year, and it was not feasible to collect the data for the year 1964, the field staff were asked to collect the data for the latest period of 12 months for which information was available subject to the condition that a major period of the calendar year 1964 was covered. The available data show that it was possible to collect information in respect of the calendar year 1964 from all the sampled units.

It may also be mentioned here that with a view to forming a better estimate of labour cost, salaries and allowances, etc., of those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under the Factories Act and were receiving less than Rs. 400 per month, were not included in the general heads 'Wages', 'Bonuses' and 'Other Cash Payments' alongwith the similar amounts paid to workers who came within the scope of the Study. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, the man-days worked by such persons were also excluded.

8.1. Labour Cost Per Man-day Worked

Data in respect of man-days worked and the corresponding wages and other earnings of workers were collected during the course of the Survey as also the expenditure incurred by employers on various welfare and security measures, subsidy services, etc., representing the cost incurred by them on labour. Based on the above, the average labour cost per man-day worked has been worked out and is given in Statement 8.1.

STATEMENT 8.1

Estimated Labour Cost per Man-day Worked in the Glass Industry (1964)

Centre	Labour Cost Per Man-day worked (in Rs.)					
1	2					
1. Ferozabad	3.53
(a) Large Factories	3.01
(b) Small Factories	3.04
2. Rest of Uttar Pradesh	6.11
(a) Large Factories	6.49
(b) Small Factories	5.11
3. Calcutta and 24 Parganas	4.09
(a) Large Factories	4.05
(b) Small Factories	4.88
4. Rest of West Bengal	5.46
(a) Large Factories	5.55
(b) Small Factories	4.00
5. Maharashtra	5.62
(a) Large Factories	5.73
(b) Small Factories	5.31
6. Residual	4.41
(a) Large Factories	4.56
(b) Small Factories	3.45
7. All-India	4.77
(a) Large Factories	4.88
(b) Small Factories	4.38

The overall labour cost per man-day worked in the Glass Industry was estimated at Rs. 4.77. As the Statement (8.1) shows, the burden of the cost was the highest in 'Rest of Uttar Pradesh' (Rs. 6.11) and the lowest in Ferozabad centre (Rs 3.53). It is also seen that the large factories had spent more on labour as compared to the small factories.

8.2. Components of Labour Cost

The major element of labour cost was 'wages'. An account of the various components of labour cost can be had from Statement 8.2.

STATEMENT 8.2

*Estimated Labour Cost per Man-day Worked by Main Components
in the Glass Industry
(1954)*

Centre	Wages	Premium Pay for Overtime and late shifts	Bonu- ses	Other Cash Pay- ments	Pay- ments in kind	Social Security Contributions	
		(a)		(b)		(c)	Obliga- tory	Non- obli- gatory
1	2	3	4	5	6	7	8
1. Ferozabad	3.42 (96.88)	—	—	—	—	0.07 (1.99)	—
(a) Large Factories ..	2.92 (97.01)	—	—	—	—	0.05 (1.66)	—
(b) Small Factories ..	3.81 (96.70)	—	—	—	—	0.09 (2.28)	—
2. Rest of Uttar Pradesh ..	3.10 (50.74)	—	1.10 (18.00)	*	—	0.67 (10.97)	—
(a) Large Factories ..	2.43 (37.44)	—	1.51 (23.27)	—	—	0.87 (13.41)	—
(b) Small Factories ..	1.81 (91.72)	—	0.01 (0.19)	0.01 (9.19)	—	0.16 (3.13)	—
3. Calcutta and 24 Parganas ..	3.53 (86.31)	0.08 (1.96)	0.19 (1.64)	—	—	0.25 (6.11)	—
(a) Large Factories ..	3.49 (86.17)	0.08 (1.98)	0.19 (4.69)	—	—	0.25 (6.17)	—
(b) Small Factories ..	4.56 (93.44)	—	0.11 (2.25)	—	—	0.18 (3.69)	—
4. Rest of West Bengal ..	4.23 (77.47)	0.35 (6.41)	0.10 (1.83)	0.01 (0.19)	—	0.26 (4.76)	—
(a) Large Factories ..	4.27 (76.94)	0.37 (6.67)	0.10 (0.80)	0.01 (0.18)	—	0.27 (4.86)	—
(b) Small Factories ..	3.48 (87.00)	—	0.24 (6.00)	0.05 (1.25)	—	0.14 (3.50)	—
5. Maharashtra	5.12 (91.10)	0.04 (0.71)	0.07 (1.24)	0.01 (0.18)	*	0.26 (4.63)	—
(a) Large Factories ..	5.22 (91.10)	*	0.09 (1.57)	*	*	0.30 (5.24)	—
(b) Small Factories ..	4.85 (91.34)	0.14 (2.61)	0.02 (0.37)	0.01 (0.19)	*	0.16 (3.01)	—
6. Residual	3.33 (75.51)	0.03 (0.68)	0.31 (7.03)	0.18 (4.08)	0.01 (0.22)	0.38 (8.62)	—
(a) Large Factories ..	3.37 (73.90)	0.03 (0.66)	0.35 (7.68)	0.20 (4.38)	0.01 (0.22)	0.41 (8.99)	—
(b) Small Factories ..	3.01 (87.24)	*	0.09 (2.61)	—	—	0.18 (5.22)	—
7. All-India	3.86 (80.92)	0.07 (1.47)	0.23 (4.82)	0.05 (1.05)	*	0.30 (6.29)	—
(a) Large Factories ..	3.79 (77.66)	0.8 (1.64)	0.30 (6.15)	0.06 (1.23)	*	0.34 (6.97)	—
(b) Small Factories ..	4.08 (93.15)	0.04 (0.91)	0.03 (0.68)	0.01 (0.23)	*	0.13 (2.97)	—

*Less than Re. 0.005.

*Note:—*Figures within brackets are percentages to total.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance etc., and other ex-gratia payments.

STATEMENT 8.2—*contd.*

(In Rupees)

Centre	Subsidies	Cost of running Welfare Centres	Direct benefit	Some Other Payments related to Labour Cost	Others	Total
	(d)		(e)	(f)	(g)	
1	9	10	11	12	13	14
1. Ferozabad	0.04 (1.13)	—	—	*	*	3.53 (100.00)
(a) Large Factories	0.03 (1.00)	—	—	*	0.01 (0.33)	3.01 (100.00)
(b) Small Factories	0.04 (1.02)	—	—	*	*	3.04 (100.00)
2. Rest of Uttar Pradesh	1.16 (18.98)	—	—	0.02 (0.33)	0.06 (0.98)	6.11 (100.00)
(a) Large Factories	1.58 (24.34)	—	—	0.02 (0.31)	0.08 (1.23)	6.49 (100.00)
(b) Small Factories	0.08 (1.57)	—	—	0.01 (0.20)	*	5.11 (100.00)
3. Calcutta and 24-Parganas	0.04 (0.98)	—	—	*	*	4.09 (100.00)
(a) Large Factories	0.04 (0.99)	—	—	*	*	4.05 (100.00)
(b) Small Factories	0.02 (0.41)	—	—	*	0.01 (0.21)	4.88 (100.00)
4. Rest of West Bengal	0.48 (8.79)	—	—	*	0.03 (0.55)	5.46 (100.00)
(a) Large Factories	0.50 (9.01)	—	—	*	0.03 (0.54)	5.55 (100.00)
(b) Small Factories	0.09 (2.23)	—	—	*	—	4.00 (100.00)
5. Maharashtra	0.05 (0.89)	—	*	0.02 (0.36)	0.05 (0.89)	5.62 (100.00)
(a) Large Factories	0.06 (1.05)	—	*	0.02 (0.35)	0.04 (0.70)	5.73 (100.00)
(b) Small Factories	0.05 (0.94)	—	—	*	0.08 (1.51)	5.31 (100.00)
6. Residual ..	0.12 (2.72)	—	—	0.01 (0.23)	0.04 (0.91)	4.41 (100.00)
(a) Large Factories	0.13 (2.85)	—	—	0.02 (0.44)	0.04 (0.88)	4.56 (100.00)
(b) Small Factories	0.08 (2.32)	—	—	0.01 (0.29)	0.08 (2.32)	3.45 (100.00)
7. All-India ..	0.22 (4.61)	—	*	0.01 (0.21)	0.03 (0.63)	4.77 (100.00)
(a) Large Factories	0.27 (5.53)	—	*	0.01 (0.21)	0.03 (0.61)	4.88 (100.00)
(b) Small Factories	04.05 (1.14)	—	—	0.01 (0.23)	0.03 (0.69)	4.38 (100.00)

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by the employer to the beneficiary on occasions like birth, death, marriage etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare officers, etc.

8.2.1. *Wages*

This component comprised basic wage and dearness allowance, incentive or production bonus and attendance bonus, if any, received by the employees. Since most of the establishments did not maintain separate records of payments made for the days actually worked and for leave and holiday periods, the amount of 'wages' include sums paid for the days worked as well as for the days not worked but paid for.

It will be noticed from Statement 8.2 that wages constituted the bulk i.e., about 81 per cent., of the total labour cost in the Glass Industry. This proportion was the highest (about 97 per cent.) in Ferozabad and the lowest (about 51 per cent.) in 'Rest of Uttar Pradesh.' The break-up of the 'wages' cost into the various sub-groups, viz., basic earnings, incentive or production bonus and attendance bonus is given in Statement 8.3.

STATEMENT 8.3

*Estimated Break-up 'Wages Cost' by Components
(1964)*

(In Rupees)

Centre	Basic Wage and Dearness Allowance (or Consoli- dated Wages)	Incentive/ Production Bonus	Attendance Bonus	Total
1	2	3	4	5
1. Ferozabad	3.42	—	—	3.42
	(100.00)			(100.00)
(a) Large Factories ..	2.92	—	—	2.92
	(100.00)			(100.00)
(b) Small Factories ..	3.81	—	—	3.81
	(100.00)			(100.00)
2. Rest of Uttar Pradesh ..	3.06	0.04	—	3.10
	(98.71)	(1.29)		(100.00)
(a) Large Factories ..	2.38	0.06	—	2.43
	(97.94)	(2.06)		(100.00)
(b) Small Factories ..	4.84	—	—	4.84
	(100.00)			(100.00)
3. Calcutta and 24-Parganas	3.51	0.02	—	3.53
	(99.43)	(0.57)		(100.00)
(a) Large Factories ..	3.47	0.02	—	3.49
	(99.43)	(0.57)		(100.00)
(b) Small Factories ..	4.56	—	—	4.56
	(100.00)			(100.00)
4. Rest of West Bengal ..	3.80	0.41	0.02	4.23
	(89.84)	(9.69)	(0.47)	(100.00)
(a) Large Factories ..	3.82	0.43	0.02	4.27
	(89.46)	(10.07)	(0.47)	(100.00)
(b) Small Factories ..	3.48	—	—	3.48
	(100.00)			(100.00)
5. Maharashtra	4.03	1.09	—	5.12
	(78.71)	(21.29)		(100.00)
(a) Large Factories ..	3.81	1.41	—	5.22
	(72.99)	(27.01)		(100.00)
(b) Small Factories ..	4.60	0.16	—	4.85
	(96.70)	(3.30)		(100.00)

(In Rupees)

1	2	3	4	5
6. Residual	3.23 (97.00)	0.10 (3.00)	—	3.33 (100.00)
(a) Large Factories ..	3.27 (97.03)	0.10 (2.97)	—	3.37 (100.00)
(b) Small Factories ..	2.96 (98.34)	0.05 (1.66)	—	3.01 (100.00)
7. All-India	3.54 (91.71)	0.32 (8.29)	*	3.86 (100.00)
(a) Large Factories ..	3.39 (89.45)	0.40 (10.55)	*	3.79 (100.00)
(b) Small Factories ..	4.03 (98.77)	0.05 (1.23)	—	4.08 (100.00)

*Less than Re. 0.005.

Note—Figures within brackets are percentages.

It is evident from Statement 8.3 that about 92 per cent. of the 'wages' cost consisted of basic wages and dearness allowance or consolidated wages where dearness allowance was not being paid separately. Cost on account of incentive or production bonus constituted the remaining about 8 per cent. and payments made in the form of attendance bonus were insignificant.

8.2.2. Premium Pay for Overtime and Late Shifts

Under this group, the premium part of the pay for overtime work, late shifts and work on holidays was recorded. This was represented by an amount received by the workers in addition to their normal pay. That is, if workers were paid one and a half times their normal rates of wages for the overtime work, the extra amount paid to them, i.e., one half, was recorded against this item. It would be seen (Statement 8.2) that the cost on account of this item constituted about 1.5 per cent. of the total labour cost in the Industry. It is significant to note that none of the factories surveyed in Ferozabad and 'Rest of Uttar Pradesh' were incurring any expenditure on this account. Its proportion was, however, significantly higher in factories located in 'Rest of West Bengal'.

8.2.3. Bonuses

Under this group, data were recorded in respect of payments made in the shape of festival bonus, year-end bonus, profit-sharing bonus and other bonuses paid each year to the employees. It would be seen from Statement 8.2 that bonus cost accounted for about 5 per cent. of the total labour cost. None of the units surveyed in Ferozabad was incurring any expenditure on bonus payment. Its proportion was the highest (18 per cent.) in 'Rest of Uttar Pradesh', followed by Residual (7 per cent.).

Further break-up of the bonus payments shows that the year-end, profit-sharing and festival bonuses accounted for approximately 56, 35 and 9 per cent. respectively, of the total bonus cost in the Industry.

8.2.4. *Other Cash Payments*

The main items to which these expenses related were house rent allowance, transport allowance, sales allowance, heat allowance, tool allowance and certain *ex-gratia* payments. The combined cost on account of all these payments is estimated at Re. 0.05 per man-day worked or about 1 per cent. of the total labour cost in the Glass Industry.

8.2.5. *Payments in Kind*

Payments in kind related to items such as supply of food articles, kerosene oil and wood in certain units. The cost per man-day worked on account of this item was quite negligible.

8.2.6. *Social Security Contributions*

Information in respect of this component of labour cost was collected under two heads: (a) obligatory i.e., those expenses which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory i.e., those expenses relating to social security which the employers were incurring on a voluntary basis. It was noticed that the entire expenditure under this item was in respect of obligatory social security contributions. Its cost is estimated at Re. 0.30 per man-day worked or about 6 per cent. of the total labour cost. Details about the labour cost in respect of various items of social security contributions are given in Statement 8.4.

STATEMENT 8.4

*Estimated Cost of Social Security Contribution per Man-day Worked in the
Glass Industry
(1964)*

(In Rupees)

Centre	Obligatory					
	Provi- dent Fund	Retrench- ment Compensation	Compensation for Lay-off	Employ- ees' State Insurance Contribution	Compensation for Employ- ment Injury	Mater- nity Benefits
1	2	3	4	5	6	7
1. Ferozabad	0.05 (71.43)	—	—	0.02 (28.57)	—	—
(a) Large Factories ..	0.03 (60.00)	—	—	0.02 (40.00)	—	—
(b) Small Factories ..	0.08 (88.89)	—	—	0.01 (11.11)	—	—
2. Rest of Uttar Pradesh	0.46 (68.66)	—	0.04 (5.97)	0.17 (25.37)	—	*
(a) Large Factories ..	0.59 (67.82)	—	0.06 (6.89)	0.22 (25.29)	—	—
(b) Small Factories ..	0.11 (68.75)	—	—	0.05 (31.25)	—	*
3. Calcutta and 24 Parganas	0.18 (72.00)	—	0.01 (4.00)	0.06 (24.00)	—	—
(a) Large Factories ..	0.18 (72.00)	—	0.01 (4.00)	0.06 (24.00)	—	—
(b) Small Factories ..	0.18 (100.00)	—	—	—	—	—
4. Rest of West Bengal	0.18 (69.23)	—	*	0.07 (26.92)	0.01 (3.85)	—
(a) Large Factories ..	0.18 (66.67)	—	*	0.07 (25.92)	0.02 (7.41)	—
(b) Small Factories ..	0.10 (71.43)	—	—	0.04 (28.57)	—	—
5. Maharashtra	0.18 (69.23)	*	—	0.08 (30.77)	—	—
(a) Large Factories ..	0.21 (70.00)	—	—	0.09 (30.00)	—	—
(b) Small Factories ..	0.08 (50.00)	*	—	0.08 (50.00)	—	*
6. Residual	0.25 (65.79)	0.01 (2.63)	0.01 (2.63)	0.06 (15.79)	*	*
(a) Large Factories ..	0.27 (65.85)	0.01 (2.44)	0.01 (2.44)	0.06 (14.63)	*	*
(b) Small Factories ..	0.14 (77.78)	—	0.02 (11.11)	0.02 (11.11)	—	—
7. All-India	0.20 (66.67)	*	0.01 (3.33)	0.07 (23.33)	*	*
(a) Large Factories ..	0.23 (67.65)	*	0.01 (2.94)	0.08 (23.53)	*	*
(b) Small Factories ..	0.09 (69.23)	*	*	0.4 (30.77)	—	—

*Less than Rs. 0.005.

STATEMENT 8.4—*contd.*

(In Rupees)

Centre	Obligatory			Non-Obligatory	Total for obligatory and Non-obligatory	Per centage of Social Security Contributions to the total Labour Cost
	Dependents allowance	Gratuity	Total			
1	8	9	10	11	12	13
1. Ferozabad	—	—	0.07 (100.00)	—	0.07	1.99
(a) Large Factories ..	—	—	0.05 (100.00)	—	0.05	1.66
(b) Small Factories ..	—	—	0.09 (100.00)	—	0.09	2.28
2. Rest of Uttar Pradesh	—	—	0.67 (100.00)	—	0.67	10.97
(a) Large Factories ..	—	—	0.87 (100.00)	—	0.87	13.41
(b) Small Factories ..	—	—	0.16 (100.00)	—	0.16	3.13
3. Calcutta and 24 Parganas	—	—	0.25 (100.00)	—	0.25	6.11
(a) Large Factories ..	—	—	0.25 (100.00)	—	0.25	6.17
(b) Small Factories ..	—	—	0.18 (100.00)	—	0.18	3.69
4. Rest of West Bengal	—	—	0.26 (100.00)	—	0.26	4.76
(a) Large Factories ..	—	—	0.27 (100.00)	—	0.27	4.86
(b) Small Factories ..	—	—	0.14 (100.00)	—	0.14	3.50
5. Maharashtra	—	—	0.26 (100.00)	—	0.26	4.63
(a) Large Factories ..	—	—	0.30 (100.00)	—	0.30	5.24
(b) Small Factories ..	—	—	0.16 (100.00)	—	0.16	3.01
6. Residual	—	0.05 (13.16)	0.38 (100.00)	—	0.38	8.62
(a) Large Factories ..	—	0.06 (14.64)	0.41 (100.00)	—	0.41	8.99
(b) Small Factories ..	—	—	0.18 (100.00)	—	0.18	5.22
7. All-India	—	0.01 (3.33)	0.30** (100.00)	—	0.30	6.29
(a) Large Factories ..	—	0.02 (5.88)	0.34 (100.00)	—	0.34	6.97
(b) Small Factories ..	—	—	0.13 (100.00)	—	0.13	2.97

**The components do not add up to the total due to the fact that amounts less than Re. 0.005 have been omitted.

Note—Figures within brackets are percentages.

It will be seen from Statement 8.4 that the main items under obligatory social security contributions were Provident Fund and Employees' State Insurance contributions which accounted for nearly 67 and 23 per cent. of the total contributions respectively. The remaining about 10 per cent. of the cost was attributable to Gratuity, Lay-off Compensation, Maternity Benefits and Compensation for Employment Injury and Retrenchment.

8.2.7. *Subsidies*

Cost to employers for providing certain facilities and services to the workers and their families was collected under this head. The facilities listed were : Medical and Health Care, Canteen, Company Housing, Credit Unions, Creches, Educational Services, Cultural Services, Recreation Services, Transport, Sanitation, Drinking Water, Washing Facilities, etc. The amounts recorded included depreciation but excluded any capital expenditure. In the course of the pilot enquiry, it was noticed that, in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately, for the above-mentioned items and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that employees coming under the scope of the Study formed to the total employees. Statement 8.5 gives details in respect of the cost on subsidies incurred by the employers.

STATEMENT 8.5

*Estimated Cost of Subsidies per Man-day Worked in the Glass Industry
(1964)*

(In Rupees)

Centre	Medical and Health Care	San- itarians	Com- pany Hous- ing	Credit Unions etc.	Creches	Edu- cation- al Ser- vices	Cul- tural Ser- vices	Re- crea- tional Services
1	2	3	4	5	6	7	8	9
1. Ferozabad	—	—	*	—	—	—	—	*
(a) Large Factories ..	—	—	0.01 (24.24)	—	—	—	—	*
(b) Small Factories ..	—	—	—	—	—	—	—	—
2. Rest of Uttar Pradesh ..	0.10 (8.62)	0.05 (4.31)	0.79 (68.10)	0.02 (1.73)	—	0.05 (4.31)	*	0.05 (4.31)
(a) Large Factories ..	0.14 (8.86)	0.07 (4.43)	1.09 (68.99)	0.02 (1.27)	—	0.07 (4.43)	*	0.07 (4.43)
(b) Small Factories ..	—	—	0.03 (37.50)	—	—	—	*	—
3. Calcutta and 24 Parganas ..	—	0.02 (50.00)	*	—	—	—	*	—
(a) Large Factories ..	—	0.02 (50.00)	*	—	—	—	*	—
(b) Small Factories ..	—	—	—	—	—	—	*	—
4. Rest of West Bengal ..	0.06 (12.50)	0.02 (4.17)	0.36 (75.00)	—	—	0.01 (2.08)	*	*
(a) Large Factories ..	0.06 (12.00)	0.02 (4.00)	0.38 (76.00)	—	—	0.01 (3.00)	*	*
(b) Small Factories ..	—	—	—	—	—	—	0.01 (11.11)	—
5. Maharashtra	*	0.01 (20.00)	0.02 (40.00)	—	*	*	*	*
(a) Large Factories ..	—	0.01 (16.67)	0.02 (33.33)	—	0.01 (16.67)	*	—	*
(b) Small Factories ..	*	—	0.02 (40.00)	—	—	—	*	—
6. Residual	0.02 (16.67)	0.02 (16.67)	0.01 (8.33)	0.01 (8.33)	—	0.03 (25.00)	*	0.01 (8.33)
(a) Large Factories ..	0.02 (15.38)	0.02 (15.38)	0.01 (7.69)	0.01 (7.69)	—	0.03 (23.08)	*	0.02 (15.38)
(b) Small Factories ..	—	—	0.05 (69.33)	—	—	—	*	—
7. All-India	0.02 (9.09)	0.02 (9.09)	0.12 (54.54)	*	*	0.01 (4.55)	*	4.55 0.01
(a) Large Factories ..	0.03 (11.11)	0.02 (7.41)	0.16 (59.26)	*	*	0.01 (3.70)	*	—
(b) Small Factories ..	*	—	0.02 (40.00)	—	—	—	*	—

*Less than Re. 0.005.

**The components do not add up to the total due to the fact that amounts less than Re. 0.005 have been omitted.

STATEMENT 8.5—*contd.*

(In Rupees)							
Centre	Transport	Sanitation	Drinking Water	Washing Facilities	Other Family Services <i>viz.</i> Resit- Shelter and Bath room	Total	Percentage of Subsidies to the Total Labour Cost
1	10	11	12	13	14	15	16
1. Ferozabad	—	0.02 (50.00)	0.02 (50.00)	*	—	0.04 (100.00)	1.13
(a) Large Factories ..	—	0.01 (24.24)	0.01 (51.52)	—	—	0.03 (100.00)	1.00
(b) Small Factories ..	—	0.02 (50.00)	0.02 (50.00)	*	—	0.04 (100.00)	1.02
2. Rest of Uttar Pradesh ..	—	0.06 (5.17)	0.03 (2.59)	0.01 (0.86)	—	1.10 (100.00)	18.98
(a) Large Factories ..	—	0.07 (4.43)	0.03 (1.90)	0.02 (1.26)	—	1.58 (100.00)	24.34
(b) Small Factories ..	—	0.05 (62.50)	*	*	—	0.08 (100.00)	1.57
3. Calcutta and 24 Parganas	*	0.01 (25.00)	0.01 (25.00)	*	—	0.04 (100.00)	0.98
(a) Large Factories ..	—	0.01 (25.00)	0.01 (25.00)	*	—	0.04 (100.00)	0.99
(b) Small Factories ..	*	0.01 (50.00)	0.01 (50.00)	—	—	0.02 (100.00)	0.41
4. Rest of West Bengal ..	0.01 (2.08)	0.01 (2.08)	*	0.01 (2.09)	—	0.48 (100.00)	8.79
(a) Large Factories ..	0.01 (2.00)	0.01 (2.00)	*	0.01 (2.00)	—	0.50 (100.00)	9.01
(b) Small Factories ..	—	0.08 (88.89)	*	*	—	0.09 (100.00)	2.25
5. Maharashtra	*	0.02 (40.00)	*	*	—	0.05 (100.00)	0.89
(a) Large Factories ..	—	0.02 (33.33)	*	*	—	0.06 (100.00)	1.05
(b) Small Factories ..	*	0.01 (20.00)	*	0.01 (20.00)	—	0.05** (100.00)	0.94
6. Residual	—	0.02 (16.67)	*	*	*	0.12 (100.00)	2.72
(a) Large Factories ..	—	0.02 (15.39)	*	*	*	0.13 (100.00)	2.85
(b) Small Factories ..	—	0.02 (20.67)	*	*	—	0.08 (100.00)	2.32
7. All-India	*	0.02 (9.09)	0.01 (4.55)	*	*	0.22** (100.00)	4.61
(a) Large Factories ..	*	0.02 (7.41)	0.01 (3.70)	*	*	0.27** (100.00)	5.53
(b) Small Factories ..	*	0.02 (10.00)	0.01 (20.00)	*	—	0.05 (100.00)	1.14

NOTE—Figures within brackets are percentages.

The cost of subsidies is estimated at Re. 0.22 per man-day worked or about 5 per cent. of the total labour cost in the Industry. The main items of expenditure under this head were Company Housing, Medical and Health Care, Canteen, Sanitation, Educational and Recreation Services and Drinking Water. Data collected have revealed that the cost to the employers on subsidies was substantially higher in 'Rest of Uttar Pradesh' as compared with other centres.

8.2.8. *Some Other Payments Related to Labour Cost*

Under this group, expenses relating to on-the-job medical services, cost of recruitment and remuneration paid to apprentices incurred by the employers were recorded. The total cost incurred on account of all these amounted to Re. 0.01 per man-day worked (Statement 8.2) at the Industry level.

8.2.9. *Others*

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. They related to the cost incurred by the employers on account of protective clothings and pay of Welfare Officers. The total cost incurred on account of all these items amounted to Re. 0.03 per man-day worked (Statement 8.2) at the Industry level.

CHAPTER IX

SUMMARY OF FINDINGS

At the beginning of the First Five Year Plan, there were 212 registered glass factories in the country employing 28,771 workers. By 1965, the number of factories had risen to 380 with an average daily employment of 55,181, thus recording a rise of nearly 79 per cent. in number and 92 per cent. in employment.

Data collected during the present Survey show that on 31st March, 1965, the estimated total number of persons employed in the Industry was nearly 54 thousand. Of these, nearly 91 per cent. were 'Production and Related Workers (including supervisory)', and about 4 per cent. each were 'Clerical and Related Workers (including supervisory)' and 'Watch and Ward and Other Services'. The rest belonged to the categories of 'Professional, Technical and Related Personnel' and 'Administrative Executive and Managerial Personnel'.

The working force in the Industry consisted mainly of men (about 95 per cent.), and the remaining 5 per cent. were women. Child labour was negligible. Contract labour system was prevalent in about 14 per cent. of the Glass factories and it accounted for 6 per cent. of the total 'Production Workers' in the Industry. The predominant system of payment was by time and it covered about 92 per cent. of the 'Production Workers'. The rest were piece-rated. About 88 per cent. of the workers were recruited directly by the managements, mostly at the factory gate. Recruitment through intermediaries was negligible in the Industry.

Approximately 57 per cent. of the directly employed 'Production Workers' in the Industry were permanent, about 38 per cent. temporary, about 2 per cent. casual and the rest comprised *baddis*, probationers and apprentices. The Glass Industry did not have a very stable working force as only 31 per cent. of the Production Workers had put in more than 5 years of service. About 26 per cent. of the workers had put in more than one year but less than 5 years of service and nearly 43 per cent. had less than one year of service to their credit.

Only about 6 per cent. of the Glass factories in the country were providing training facilities for their workers.

The average daily earnings of the workers belonging to 'Professional, Technical and Related Personnel' and 'Administrative Executive and Managerial Personnel' were Rs. 26.91 and Rs. 11.77 respectively during March, 1965. 'Clerical and Related Workers' earned, on an average, Rs. 6.89 per day and 'Watch and Ward staff' Rs. 3.40 per day. Nearly 12 per cent. of the Glass factories in the country paid a separate dearness allowance to their workers, out of which in about 9 per cent., it was linked with Consumer Price Index Number. Production/Incentive Bonus was being paid in about 15 per cent. of the Glass factories in the country. Night shift allowance,

house rent allowance, transport/conveyance allowance and attendance bonus were also being paid in a few factories. The practice of paying annual bonus was in vogue in about 21 per cent. of the factories and about one-fourth of these had regular schemes. The system of paying festival bonus was found to exist in about 8 per cent. of the factories in the country.

About 62 per cent. of the factories in the Industry were working one shift a day, nearly 10 per cent. two shifts, about 27 per cent. three shifts and the remaining one per cent. more than three shifts. Night shifts were being worked in about 43 per cent. of the Glass factories. There was a regular system of change-over in about 59 per cent. of the factories working night shift. Amenities to night shift workers in the shape of free tea, night shift allowance and reduced hours of work were being provided in about 10 per cent. of the factories having night shifts. The daily hours of work in about 80 per cent. of the Glass factories were more than $7\frac{1}{2}$ and up to $8\frac{1}{2}$ and in the remaining 20 per cent. they were more than 7 and up to $7\frac{1}{2}$. In none of the factories surveyed the weekly hours of work exceeded 48.

It is estimated that nearly 94 and 80 per cent. of the factories had provided latrines and urinals respectively for their workers.

The system of granting earned leave with pay to workers was in existence in about half of the Glass factories in the country. Data collected regarding the number of workers who availed of leave show that 47 per cent. of the workers in the Industry had enjoyed leave during 1964. Nearly 27 per cent. of them took leave for a period up to 10 days and about 48 per cent. over 10 and up to 15 days, while the rest (25 per cent.), remained on earned leave for a period of over 15 days. The practice of granting casual leave with pay was in vogue in about 18 per cent. of the Glass factories in the country and about 69 per cent. of these allowed up to 10 days in a year. Sick leave with pay was being granted in only about 7 per cent. of the Glass factories in the country. The Survey has further shown the existence of a wide-spread practice of granting national/festival holidays with pay in the Industry. It is estimated that this practice existed in nearly 94 per cent. of the Glass factories in the country. The number of such holidays granted in a year was up to 10 days in nearly 72 per cent. of the factories. All the Glass factories in the country were giving a weekly day of rest to their employees and in about 89 per cent. of them it was with pay.

Drinking water facilities for employees existed in all the Glass factories surveyed. About 64 per cent. of the factories were also making some special arrangements for the supply of cool drinking water during summer. However, of the factories which were legally obliged to provide cool drinking water, only about 60 per cent. had complied with the law. About 15 per cent. of the Glass factories were found to have disregarded the provision of law in respect of the location of the drinking water points. Washing and bathing facilities were provided in about 32 and 46 per cent. of the Glass factories respectively.

About 22 per cent. of the Glass factories were under a statutory obligation to provide canteens, but only about 72 per cent. of them had done so. In

addition, a few small factories in Maharashtra, though under no obligation to provide canteens, had also provided this facility. Thus, at the Industry level, about 17 per cent. of the Glass factories were found to have provided canteens. In nearly 41 per cent. of the factories having canteens, these were run by contractors, in 40 per cent. by the managements, in 15 per cent. jointly by the managements and workers and in the remaining 4 per cent. by workers alone. Canteen Managing Committees were functioning in about 41 per cent. of the factories having canteens.

Although about half of the Glass factories employed women workers, only 8 per cent. of them had more than 50 women on their rolls and were, therefore, under an obligation to provide creches. Of these nearly 64 per cent. had complied with the law. Rest shelters had been provided in only 12 per cent. of the Glass factories in the country in spite of the fact that about 31 per cent. were statutorily obliged to do so.

Recreation as well as educational facilities existed on a meagre scale in the Glass factories surveyed as they had been provided in only about 10 and 5 per cent. of the factories respectively.

Medical facilities in the form of attached dispensaries or hospitals were available to employees in about 7 per cent. of Glass factories in the country. Of the factories obliged to provide ambulance rooms, about 17 per cent. had done so. First-aid boxes were provided in about 89 per cent. of the Glass factories. Of these, in nearly 41 per cent., these were under the charge of trained first-aiders. The contents of the boxes were complete in only about 12 per cent. of the cases.

Nearly one-fourth of the Glass factories in the country were providing housing accommodation, most of which was in the shape of one-room tenements. The benefit was, however, not very extensive as only about 13 per cent. of the total working force in the Industry had been housed. Accommodation was rent-free in about 69 per cent. of the units providing houses.

Provident funds had been set up under the Employees' Provident Fund Scheme in all the Glass factories covered during the Survey. About 53 per cent. of the workers were members of various provident fund schemes. Pension schemes were non-existent and the system of paying gratuity was prevalent only to a very limited extent. During 1964, the accident rate in the Industry was about 32 per thousand workers employed. Nearly all the accidents were minor ones causing temporary disability.

It is estimated that in about 52 per cent. of the Glass factories in the country workers had organised themselves into trade unions and approximately 53 per cent. of the workers were members of such unions. The main activity of the trade unions was reported to be securing of claims for their members under various Labour Acts. It is estimated that, since 1956 and till the time of the Survey, only about 12 per cent. of the factories had concluded collective agreements with their employees relating mostly to increase in wages, dearness allowance, leave, attendance bonus, provident fund, gratuity and provision of welfare facilities.

Of the units which were under a statutory obligation to frame Standing Orders, nearly 87 per cent. had complied with the law. Besides, some of the factories which were under no legal obligation, had also framed Standing Orders. Thus, it is estimated that at the time of the Survey, nearly half of the Glass factories had framed Standing Orders.

About 9 per cent. of the Glass factories in the country were required by law to appoint Labour/Welfare Officers and all of them had complied with the provision of law. Besides, some other factories, even though not under any statutory obligation, had also appointed such officers. Thus, in fact, these officers were found to have been appointed in about 14 per cent. of the factories in the country.

Of the factories under a legal obligation to constitute Works Committees, only about 15 per cent. had done so. Very few factories in the country had constituted other Committees like Production Committee, Safety Committee, etc.

Information collected regarding the system of settling grievances of the workers in the Industry shows that in about 51 per cent. of the factories in the country a prescribed procedure for this purpose had been laid down. None of the factories covered had associated workers with the management of the unit.

Data relating to labour cost in respect of persons covered under the Factories Act and receiving less than Rs. 400 per month show that, during 1964, the labour cost in the Industry was Rs. 4.77 per man-day worked. Wages, i.e., basic wage, dearness allowance, production or incentive bonus and the attendance bonus, constituted the main component of labour cost and accounted for nearly 81 per cent. of it. Social Security Contributions, Bonuses and Subsidies accounted for 6.3, 4.8 and 4.6 per cent. of the total labour cost, respectively. The remaining about 3 per cent. of the labour cost was accounted for by Premium Pay for Overtime and Late Shifts, Other Cash Payments like house rent allowance, transport allowance, etc., cost of protective equipments and pay of Welfare Officers, etc.

Salient features of the Glass factories in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement 9-1.

STATEMENT 9-1

Salient Features of the Glass Industry

Particulars	Estimates for the In- dustry as a whole
I. Employment	
Total	54,027
Of which Production and Related Workers	91%
Others	9%
Women Labour	5%
Production Workers (Total)	48,919
Of Which Time rated	92%

STATEMENT 9.1—*contd.*

Particulars	Estimates for the Industry as a whole
I—Contd.	
Piece-rated	8%
Employed through contractors	6%
<i>Production Workers employed Directly (Total)</i>	46,007
of which Permanent workers	57%
Workers with service of 10 years and more	15%
II. Wages and Emoluments	
Average Daily Earnings of	
(i) All Workers (1965)	Rs. 1.22
(ii) Professional, Technical and Related Workers (During March, 1965)	Rs. 26.91
(iii) Administrative, Executive and Managerial Workers (During March, 1965)	Rs. 11.77
(iv) Clerical and Related Workers (including Supervisory) During March, 1965)	Rs. 6.89
(v) Watch and Ward and Other Services (During March, 1965)	Rs. 3.40
Factories paying separate dearness allowance	12%
Factories in which the dearness allowance was linked with the Consumer Price Index Number	9%*
Factories paying production/incentive bonus	15%
Factories paying annual bonus	21%
Factories paying festival bonus	8%
III. Hours of Work, etc.	
(Proportion of)	
Factories where daily hours of work were 8 or less	99%
Factories where weekly hours of work were 48 or less	100%
Factories where spread over was up to 9 hours	98%
Factories where rest interval was half an hour to one hour	98%
IV. Leave and Holidays with Pay	
(Proportion of units granting)	
Earned leave	50%
Sick leave	7%
Casual leave	18%
National and festival holidays	94%
Weekly day of rest	89%
V. Welfare and Amenities	
(Proportion of units providing)	
Seating arrangements (out of those where workers had to do work standing)	48%
Drinking water facility	100%

STATEMENT 9.1—*contd.*

Particulars								Estimates for the Industry as a whole
Washing facility	..	..	..	..	..	..	..	32%
Rest shelters	..	..	..	..	..	..	..	12%
Canteens	..	..	..	..	..	..	..	17%
Creches	..	..	..	..	..	..	..	5%
Latrines	..	..	..	..	..	..	..	94%
Urinals	..	..	..	..	..	..	..	80%
Labour/Welfare Officers	..	..	..	..	..	..	..	14%
First-aid boxes	..	..	..	..	..	..	..	89%
Ambulance rooms	..	..	..	..	..	..	..	2%
Recreation facilities	..	..	..	..	..	..	..	10%
Educational facilities	..	..	..	..	..	..	..	5%
Housing facility	..	..	..	..	..	..	..	24% 13% [@]

VI. *Social Security*

(Proportion of Units having)

Provident Fund Schemes	..	..	..	..	..	..	..	56%
Pension Schemes	..	..	..	..	..	..	..	—
Gratuity Schemes	..	..	..	..	..	..	..	2%
Proportion of workers covered under Provident Fund Scheme	53%

VII. *Accident Rate*

(Per thousand workers employed)	32
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VIII. *Industrial Relations*

Factories having Trade unions	52%
Proportion of workers who were members of trade unions	53%
Units having concluded collective agreements	..	..	..	..	..	..	..	12%
Factories having Standing Orders	..	..	..	..	..	..	..	50%
Factories having Works/Joint Committees	8%

IX. *Labour Cost*

Labour Cost per man-day worked during 1964	Rs. 4.77
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*Out of those pay ing a separate dearness allowance.

@Indicates percentages of workers housed.

APPENDIX

A BRIEF NOTE ON THE SAMPLE DESIGN AND THE METHOD OF ESTIMATION ADOPTED

1. *Sample Design*

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Glass Industry it was chosen as 150 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below :

In case of such industries where the sample size had not been inflated, substitution was done to replace sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular industry/stratum ; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular industry/stratum.
- (c) In cases where the sample size was more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Glass factories was the list of registered factories for the year 1963.*

2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, in any stratum the estimate for the total of X-characteristic not correlated with employment has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N_l - N'_l}{n_l - n'_l} \sum_i X_{il} \dots \dots (i)$$

The summation extending over all the sampled units surveyed in the stratum.

Where X = the estimated total of the X-characteristic for a particular stratum.

N_u and N_l = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.

* For Andhra Pradesh and Maharashtra list relates to the year 1962.

N'_u and N'_l	=	the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.
n_u and n_l	=	the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.
n'_u and n'_l	=	the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.
X_{iu} and X_{il}	=	the total of the characteristic X in the i th sample unit of the upper and lower size groups respectively of the industry/stratum.

In any stratum/industry the estimate for the characteristic Y correlated with employment is given by.

$$Y = \frac{E_{Nu} - N'_u}{E_{nu} - n'_u} \sum_i Y_{iu} + \frac{E_{Nl} - N'_l}{E_{nl} - n'_l} \sum_i Y_{il} \quad \dots (ii)$$

The summation extending over all the sampled units surveyed in the industry/stratum.

Where Y	=	the estimated total of the characteristic Y for the industry/a particular stratum.
$E_{Nu} - N'_u$ and $E_{Nl} - N'_l$	=	the total employment in 1963 in $N_u - N'_u$ and $N_l - N'_l$ units respectively, of the industry/stratum.
$E_{nu} - n'_u$ and $E_{nl} - n'_l$	=	the total employment in 1963 in $n_u - n'_u$ and $n_l - n'_l$ sampled units respectively of the industry/stratum.
Y_{iu} and Y_{il}	=	the total of characteristic Y in the i th sample unit of the upper and lower size groups respectively of the industry/stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

